# TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO AIR TRANSPORT LOCAL 556

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## 2nd Membership Meeting 2011 Minutes

## ***Orlando***

**July 6, 2011**

Michael Massoni called the first Session of the 2nd Membership Meeting of 2011 to order at 1002.

Executive Board Members Michael Massoni and Don Shipman were present at the Meeting.

Cuyler Thompson was excused for vacation; Don Shipman recorded the Minutes of the Meeting.

Don Shipman submitted the **1st Membership Meeting 2011 Minutes** for review.

Eric Collins made a **motion** not to read these Minutes aloud and to approve them as presented. Bobbie Celmer **seconded** the motion. The motion **carried**.

Michael Massoni submitted the TWU Local 556 Financial Report for review.

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session of the Meeting that they would be voting on the motions on the floor. Don Shipman noted the declarations in the official logbook of the Meeting.

Those Members present voted on the motions currently on the floor:

1. **Motion:** to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

   ***Yea – 2 Nay – 0***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

   ***Yea – 0 Nay – 2***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

   ***Yea – 1 Nay – 0***

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Michael explained that the Local's Bylaws established the structure and procedure under which our Local operated. The Chair opened the floor to motions to amend the Bylaws.

1. Eric Collins made a **motion**, "to amend Article XI to add a new section. Whereas assessment fees are paid by the Members of TWU 556, a vote to enact and approve an assessment fee will require a vote of **<u>at least fifty (50%) percent plus one of the Membership in good standing</u>**. Bobbie Celmer **seconded** the motion.

No synopsis of the proposed change was submitted.

**Rationale:** If each Member is required to pay, they should be allowed to vote. Any related and pertinent information on the question can be included with the ballot to educate the Members of the concept purpose and rule associated with the Assessment Fee.

   a. Eric Collins made a **motion**, "to amend the previous amendment to add, any increase in Local 556 dues not initiated by the International will also be required to be voted on by at **<u>least fifty (50%) percent plus one of the Membership in good standing</u>**. Bobbie Celmer **seconded** the motion.

   b. Eric Collins made a **motion**, "to amend the previous two amendments to add, the vote will be by secret ballot. Bobbie Celmer **seconded** the motion.

2. Eric Collins made a **motion**, "to amend Article IX (c) to read. (c) The Board of Election shall consist of three (3) Members and two alternates. The three Members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. <u>Members and alternates will be elected through a secret ballot election by the Membership. The new Board of Election will be awarded by plurality of votes. The Chairperson will then be awarded to the person with the most time experienced on the Board of Election in descending order</u>. The term will be for a three-year period. Vacancies shall be filled by nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting. Bobbie Celmer **seconded** the motion.

**Synopsis:** Currently there is no language available to the Membership that specifically addresses who the Chair of the BOE will be.

**Rationale:** The Chair of the Board of Election is a position that requires experience with the numerous Labor Laws of the Department of Labor regarding Union elections including the LMRDA Title IV and the Code of Federal Regulations. Mistakes from inexperience in the past has caused the Department of Labor to become involved in numerous 556 Officer elections.

   a. Eric Collins made a **motion**, "to amend the previous amendment to read. (c) The Board of Election shall consist of three (3) Members and two alternates. The three Members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The secret ballot vote will take place at the next regularly scheduled Membership Meeting. <u>The new Board of Election will be awarded by a plurality of</u>

votes. The Chairperson will then be awarded to the person with the most time experienced on the Board of Election in descending order. Bobbie Celmer **seconded** the motion.

b. Eric Collins made a **motion**, "to amend the previous two amendments to add. The vote will be by secret ballot. Bobbie Celmer **seconded** the motion.

3. Eric Collins made a **motion**, to delete Article V and replace it with, "The rule contained in the current edition of Robert's Rules Newly Revised shall govern our Membership Meetings in all cases to which they are applicable subject to these Bylaws, our International Constitution and Federal or State laws and any working rules as adopted by our Members at Membership Meetings." Bobbie Celmer **seconded** the motion.

No synopsis of the proposed change was submitted.

No rationale for the proposed change was submitted.

Eric Collins made a **motion**, "to amend the previous motion to add. The vote will be by secret ballot." Bobbie Celmer **seconded** the motion.

4. Eric Collins made a **motion**, to amend Article VI to add a new Section. "Where allowed per Federal Law Section 452.29 (b) Code of Federal Regulations Title 29, it would NOT violate the Act for a Union to prohibit successive terms in office or to limit the number of years an Officer may serve. Such rules are intended to encourage as many Members as possible to seek positions of leadership in the organization" Therefore, since term limits are allowed per Federal Law, Local 556 will impose a limit of two consecutive 3 year terms in the same office for any Executive Board Officer unless running unopposed. Any partial term in excess of half of that time will be considered a full term. Bobbie Celmer **seconded** the motion.

No synopsis of the proposed change was submitted.

**Rationale:** Currently there are no provisions limiting successive terms in office.

a. Eric Collins made a **motion**, "to amend the previous motion to add. The vote will be by secret ballot." Bobbie Celmer **seconded** the motion.

5. Eric Collins made a **motion**, to amend Article VII, Section (e) to read, "The Executive Board shall set salaries and or expenses for all Officers, subject to the approval of the Membership. Changes of salaries and or expenses of Officers shall be posted on all Union Bulletin Boards and any electronic means available at least forty-five days prior to the Meeting as part of the Agenda." Bobbie Celmer **seconded** the motion.

No synopsis of the proposed change was submitted.

No rationale for the proposed change was submitted.

a. Eric Collins made a **motion**, to amend the previous amend to add, "the vote will require **at least fifty (50%) percent plus one of the Membership in good standing**." Bobbie Celmer **seconded** the motion.
b. Eric Collins made a **motion**, "to amend the previous motion to add, the vote will be by secret ballot." Bobbie Celmer **seconded** the motion.

6. Eric Collins made a **motion**, to amend Article VII (f) to read, “The Executive Board by two-thirds (2/3) vote shall approve all proposed collective bargaining **agreements including side letters to the collective bargaining agreement** prior to the presentation to the Membership. Bobbie Celmer **seconded** the motion.

No synopsis of the proposed change was submitted.

**Rationale:** Currently the language doesn't include side letters.

   a. Eric Collins made a **motion**, “to amend the previous motion to add. The vote will be by secret ballot.” Bobbie Celmer **seconded** the motion.

The Chair closed the floor to further motions to amend the Bylaws.

Michael Massoni updated those Members present on the status of the Southwest Airlines/AirTran Integration.

There was discussion.

Eric Collins made a **motion** to recess. Bobbie Celmer **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Orlando Session of the Meeting at 1128.

## ***Baltimore***

**July 7, 2011**

Michael Massoni called the Baltimore Session of the Meeting to order at 1002.

Executive Board Members Michael Massoni, Cuyler Thompson and Audrey Stone were present at the Meeting.

Shop Stewards Kevin Schnittker and Rob Swafford were present at the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting Minutes of 2011** for review.

Audrey Stone made a **motion** not to read these Minutes aloud and to approve them as presented. Kevin Schnittker **seconded** the motion. The motion **carried**.

Michael Massoni submitted the TWU Local 556 Financial Report for review.

There was discussion regarding the Financial Report. Cuyler Thompson **agreed** to request that TWU Treasurer John Parrott include information regarding the percentage of the budget for each Committee's, Domicile Executive Board Member's, etc. which had been spent on the TWU Financial Report submitted to the Membership at Membership Meetings.

Those Members present at the Meeting declared at which Session of the Meeting that they would be voting on the motions on the floor. Cuyler Thompson noted the declarations in the official logbook of the Meeting.

Those Members present voted on the motions currently on the floor:

1. **Motion:** to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

***Yea – 0   Nay – 5***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

***Yea – 1   Nay – 3***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

***Yea – 2   Nay – 2***

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Michael explained that the Local's Bylaws established the structure and procedure under which our Local operated. The Chair opened the floor to motions to amend the Bylaws.

7. Audrey Stone made a **motion**, "to capitalize the word "Domicile", "Bylaw" "Collective Bargaining Agreement", "Treasurer", and "President" everywhere that they appear in the Bylaws." Jo Burkholder **seconded** the motion.

**Synopsis:** These words appear both capitalized and un-capitalized in different places, and need to be the same throughout.

**Rationale:** To provide consistency.

8. Audrey Stone made a **motion**, "to change "First Vice President" to "1st Vice President" everywhere it appears in the Bylaws. Jo Burkholder **seconded** the motion.

**Synopsis:** This title is written both ways throughout, and should be presented the same.

**Rationale:** To provide consistency.

9. Audrey Stone made a **motion**, "remove the "-" in the words "Vice-President" and "Board Members-at-Large." Jo Burkholder **seconded** the motion.

**Synopsis:** These words are written differently throughout, and should be presented the same.

**Rationale:** To provide consistency.

10. Audrey Stone made a **motion**, "In Article IV, (g) add "," and the word "and" after "Constitution" and before the word "all." Jo Burkholder **seconded** the motion.

**Synopsis:** To complete the sentence and fix a typo.

**Rationale:** To fix a typo.

11. Audrey Stone made a **motion**, “In Article VII, (g) remove one “per calendar quarter.” Jo Burkholder **seconded** the motion.

**Synopsis:** To correct a typo of phrase written twice.

**Rationale:** To correct a typo.

12. Audrey Stone made a **motion**, “In Article VIII, (f) that begins with the words”Elected Shop Stewards,” remove the letter “(f)” and replace with the letter “(g)”.” Jo Burkholder **seconded** the motion.

**Synopsis:** To correct a typo of the letter (f) used twice.

**Rationale:** To correct a typo.

13. Audrey Stone made a **motion**, “In Article IX, (b), add a “,” after “ballots” and before “conduct”, and strike “of” after “conduct” and replace with the word “the.” Jo Burkholder **seconded** the motion.

**Synopsis:** To fix structure of the sentence to make it readable.

**Rationale:** To correct a typo.

14. Audrey Stone made a **motion**, “In Article XIII, (c) add a space between “Web” and “site.” Jo Burkholder **seconded** the motion.

**Synopsis:** To fix the word to be consistent with how the Union spells the word in all publications.

**Rationale:** To correct a typo.

15. Audrey Stone made a **motion**, “In Article III, (b), strike “1989” and replace with “2012” and strike “$50.00” and replace with “$100.00.” Jo Burkholder **seconded** the motion.

**Synopsis:** To increase the initiation fee next year for Flight Attendants.

**Rationale:** The starting wage for a New Hire Flight Attendant has increased dramatically during the last 22 years, they also receive training pay, and the fee hasn’t gone up accordingly.

16. Kevin Schnittker made a **motion**, “In Article VI, (p) to add the words “Domicile Executive Board Members must attend the Membership Meetings in their Domicile, unless excused from attendance by the Executive Board” after the words “short-term projects.” Jo Burkholder **seconded** the motion.

**Synopsis:** To insure that Domicile Executive Board Members are active at the base and attending meetings.

**Rationale:** We ask our Members to participate, make every effort to attend, and be involved, and Domicile Executive Board Members should be attending meetings in the base they serve to know and represent the Membership.

The Chair closed the floor to further motions to amend the Bylaws.

Michael Massoni updated those Members present on the status of the Southwest Airlines/AirTran Integration.

There was discussion.

There was discussion regarding the upcoming 737-800 Training.

Kevin Schnittker made a **motion** to recess. Jo Burkholder **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Baltimore Session of the Meeting at 1244.

## ***Chicago***

**July 8, 2011**
Michael Massoni called the Chicago Session of the Meeting to order at 1015.

Executive Board Members Michael Massoni, Cuyler Thompson and Don Shipman were present at the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting Minutes of 2011** for review.

Don Shipman made a **motion** not to read these Minutes aloud and to approve them as presented. Cuyler Thompson **seconded** the motion. The motion **carried**.

Those Members present at the Meeting declared at which Session of the Meeting that they would be voting on the motions on the floor. Cuyler Thompson noted the declarations in the official logbook of the Meeting.

Those Members present voted on the motions currently on the floor:

1. **Motion:** to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

   ***Yea – 0 Nay – 1***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

   ***Yea – 0 Nay – 1***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

   ***Yea – 0 Nay – 1***

Cuyler Thompson made a **motion** to recess. Don Shipman **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Chicago Session of the Meeting at 1052.

## ***Dallas***

**July 15, 2011**
Thom McDaniel called the Dallas Session of the Meeting to order at 1006.

Executive Board Members Thom McDaniel, John Parrott, Don Shipman and Karen Amos were present at the Meeting.

Shop Stewards, Stacy Madison, Sara King, Erich Schwenk, Becky Parker, Lynn Beall, Amy Harthausen, Chris St. Julian, Kathy Anderson, Catherine Rea, Keenan Ryan, and Jane Johnson were present at the Meeting.

Local 556 Grievance Chair Allyson Parker-Lauck, Contract and Leave Coordinator Denny Sebesta, and Board of Adjustment/Arbitration Coordinator Lyn Montgomery were present at the Meeting.

Cuyler Thompson was excused for vacation. Don Shipman recorded the Minutes of the Dallas Session of the Meeting.

Don Shipman submitted the **1st Membership Meeting Minutes of 2011** for review.

Erich Schwenk made a **motion** not to read these Minutes aloud and to approve them as presented. Lyn Montgomery **seconded** the motion. The motion **carried**.

Those Members present at the Meeting declared at which Session of the Meeting that they would be voting on the motions on the floor. Don Shipman noted the declarations in the official logbook of the Meeting.

John Parrott submitted the TWU Local 556 Financial Report for review.

There was discussion regarding the Financial Report.

Those Members present voted on the motions currently on the floor:

1. **Motion:** to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

   ***Yea – 1 Nay – 16***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

   ***Yea – 0 Nay – 16***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

   ***Yea – 4 Nay – 11***

There was discussion regarding the recent “Open Mic” incident in which a Southwest Airlines Captain accidently offended the Flight Attendants over the airwaves during flight.

Thom McDaniel updated those Members present on the status of the Southwest Airlines/AirTran Integration.

There was discussion.

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Michael explained that the Local's Bylaws established the structure and procedure under which our Local operated. The Chair opened the floor to motions to amend the Bylaws. No Bylaw amendments were submitted.

Gwen Dunivent made a **motion** to recess. Stacy Madison **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Dallas Session of the Meeting at 1131.

## ***Houston***

**July 19, 2011**

Michael Massoni called the Houston Session of the Meeting to order at 1000.

Executive Board Members Thom McDaniel, Cuyler Thompson and John Parrott were present at the Meeting.

Flight Attendant Assistance Program Chair Brett Nevarez was present at the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting Minutes of 2011** for review.

David Kirtley made a **motion** not to read these Minutes aloud and to approve them as presented. Chris Tuttle **seconded** the motion. The motion **carried**.

John Parrott submitted the TWU Local 556 Financial Report for review.

Those Members present at the Meeting declared at which Session of the Meeting that they would be voting on the motions on the floor. Cuyler Thompson noted the declarations in the official logbook of the Meeting.

Those Members present voted on the motions currently on the floor:

1. **Motion:** to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

   ***Yea – 1 Nay – 3***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

   ***Yea – 2 Nay – 2***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

   ***Yea – 3 Nay – 1***

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Michael explained that the Local's Bylaws established the structure and procedure under which our Local operated.

Cuyler Thompson read aloud the motion to the Bylaws which had been made during previous Sessions of the Meeting.

The Chair opened the floor to motions to amend the Bylaws.

17. Cuyler Thompson made a **motion** to amend Article VI, (b) by removing the words "and reside," striking "relocates" and replacing it with "transfers," and removing the words "and resides." David Kirtley **seconded** the motion.

**Synopsis:** To remove the requirement that a Flight Attendant must reside in base and just require that they be based in that domicile, thereby opening it up for 45% more of our Members to run.

**Rationale:** Our Bylaws require our President and Treasurer to work full-time in the Union office in Dallas, yet do not even require that they reside full-time in the city in which they must work. As a Domicile Executive Board Member, you fly out of base, as well as attend Board Meetings in Dallas, and can conduct domicile business without living there.

18. Cuyler Thompson made a **motion** to amend Article VI, (q) by removing the sentence "Upon being appointed to the Executive Board, the Domicile Executive Board Member shall be allowed a three month time period to finish his/her move to the domicile to which he/she was appointed." Chris Tuttle **seconded** the motion.

**Synopsis:** To remove the requirement that a Flight Attendant must reside in base and just require that they be based in that domicile, thereby opening it up for 45% more of our Members to run.

**Rationale:** Our Bylaws require our President and Treasurer to work full-time in the Union office in Dallas, yet do not even require that they reside full-time in the city in which they must work. As a Domicile Executive Board Member, you fly out of base, as well as attend Board Meetings in Dallas, and can conduct domicile business without living there.

19. Cuyler Thompson made a **motion** to strike the text of Article IX (c) and replace it with, "The Board of Election shall consist of three (3) Members and two alternates. The three Members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The secret ballot vote will take place at the next scheduled Membership Meeting. The new Board of Elections will be determined by a majority vote of the Membership present. **The position of the Chairperson of the Board of Election will be awarded to the candidate receiving the most votes.** The term will be for a three-year period. Vacancies shall be filled by nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting." David Kirtley **seconded** the motion.

**Synopsis:** The motion awards the position of Chairperson of the Board of Election to the candidate receiving the most votes.

**Rationale:** Whoever holds the most votes from the Membership should be the most agreed upon (elected) Chairperson. This makes the BOE election consistent with all other elected positions within our Union. It codifies our current procedure.

The Chair closed the floor to further motions to amend the Bylaws.

Michael Massoni updated those Members present on the status of the Southwest Airlines/AirTran Integration.

There was discussion.

Brett Nevarez made a **motion** to recess. Chris Tuttle **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Houston Session of the Meeting at 1126.

# ***Las Vegas***

**July 20, 2011**

Michael Massoni called the Las Vegas Session of the Meeting to order at 1005.

Executive Board Members Michael Massoni, Cuyler Thompson, Todd Gage and Bryan Orozco were present at the Meeting.

Local 556 Civil and Human Rights Committee Co-Chair Addie Crisp was present at the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting Minutes of 2011** for review.

Lee Lane made a **motion** not to read these Minutes aloud and to approve them as presented. Donna Montalbano **seconded** the motion. The motion **carried**.

Michael Massoni submitted the TWU Local 556 Financial Report for review.

Those Members present at the Meeting declared at which Session of the Meeting that they would be voting on the motions on the floor. Cuyler Thompson noted the declarations in the official logbook of the Meeting.

Those Members present voted on the motions currently on the floor:

1. **Motion:** to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

   ***Yea – 1 Nay – 6***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

   ***Yea – 0 Nay – 6***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

   ***Yea – 0 Nay – 7***

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Michael explained that the Local's Bylaws established the structure and procedure under which our Local operated.

Cuyler Thompson read aloud the motion to the Bylaws, which had been made during previous Sessions of the Meeting.

The Chair opened the floor to motions to amend the Bylaws. There were no motions made.

Michael Massoni updated those Members present on the status of the Southwest Airlines/AirTran Integration.

There was discussion.

Todd Gage made a **motion** to recess. Maria Teresa Hank **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Las Vegas Session of the Meeting at 1145.

## ***Oakland***

**July 21, 2011**

Michael Massoni called the Oakland Session of the Meeting to order at 1004.

Executive Board Members Michael Massoni, Cuyler Thompson and Todd Gage were present at the Meeting.

Shop Stewards Donald Silva, Kent Hand and Doreen Argyropolous were present at the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting Minutes of 2011** for review.

Doreen Argyropolous made a **motion** not to read these Minutes aloud and to approve them as presented. Donald Silva **seconded** the motion. The motion **carried**.

Michael Massoni submitted the TWU Local 556 Financial Report for review.

There was discussion.

Those Members present at the Meeting declared at which Session of the Meeting that they would be voting on the motions on the floor. Cuyler Thompson noted the declarations in the official logbook of the Meeting.

Those Members present voted on the motions currently on the floor:

1. **Motion:** to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

   ***Yea – 2 Nay – 3***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

***Yea – 0 Nay – 6***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

***Yea – 0 Nay – 5***

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Michael explained that the Local's Bylaws established the structure and procedure under which our Local operated.

Cuyler Thompson read aloud the motion to the Bylaws, which had been made during previous Sessions of the Meeting.

The Chair opened the floor to motions to amend the Bylaws.

20. Greg Hofer made a **motion** to amend Article 11 (c) by adding, "Such democratic institutions will include the rights of Members votes at Membership Meetings to be confidential and so expressed by secret ballot when voting on motions that were submitted in writing." Leta Amon **seconded** the motion.

**Synopsis:** Currently Members expose their vote by raising their hand at most all Membership Meetings.

**Rationale:** 556 Members just like citizens have the right to vote privately, how we vote is confidential. Anytime any 556 Members votes by a show of hands or roll call they are subjecting themselves to outside influence. Voting by secret ballot on main motions (or motions submitted in writing) will NOT slow down the meeting process, insure accuracy and improve participation. Main motions do not include incidental motions such as motion to recess, adjourn, approve or dispense with reading of the minutes.

a. Greg Hofer made a **motion**, "to amend the previous amendment to add. "This Bylaw amendment will be voted on by secret ballot." Leta Amon **seconded** the motion.

The Chair closed the floor to further motions to amend the Bylaws.

Michael Massoni updated those Members present on the status of the Southwest Airlines/AirTran Integration.

Matthew Fearey made a **motion** that a Union Member is allowed to make no more than two motions per set of Domicile Union Meetings. Donald Silva **seconded** the motion.

Greg Hofer made a **motion** to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent $4.00 increase in our dues. Provisions in our international Constitution allow for Local 556 to keep seventy percent of all dues payments. Therefore, this $2.80 net increase of dues will offset the need for the $3.00 Assessment Fee and it is no longer needed. Leta Amon **seconded** the motion.

Oakland Flight Attendant and Alameda County AFL-CIO Delegate, Matt Hettich, invited those Members present to attend the local Labor Council Meeting the following day.

Donald Silva made a **motion** to recess. Leta Amon **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Oakland Session of the Meeting at 1125.

## ***Phoenix***

**July 22, 2011**
Michael Massoni called the Phoenix Session of the Meeting to order at 1000.

Executive Board Members Michael Massoni and Cuyler Thompson were present at the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting Minutes of 2011** for review.

Chris Click made a **motion** not to read these Minutes aloud and to approve them as presented. Geoffrey Burns **seconded** the motion. The motion **carried**.

Michael Massoni submitted the TWU Local 556 Financial Report for review.

There was discussion.

Those Members present at the Meeting declared at which Session of the Meeting that they would be voting on the motions on the floor. Cuyler Thompson noted the declarations in the official logbook of the Meeting.

Those Members present voted on the motions currently on the floor:

1. **Motion:** to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

   ***Yea – 5*** ***Nay – 1***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

   ***Yea – 5*** ***Nay – 0***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

   ***Yea – 5*** ***Nay – 0***

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Michael explained that the Local's Bylaws established the structure and procedure under which our Local operated.

Cuyler Thompson read aloud the motion to the Bylaws, which had been made during previous Sessions of the Meeting.

The Chair opened the floor to motions to amend the Bylaws.

21. Greg Hofer made a **motion** to amend Artcle 11 (c) by adding, “Such democratic institutions will include the rights of Members votes at Membership Meetings to be confidential and so expressed by secret ballot when voting on motions that were submitted in writing.” Geoffrey Burns **seconded** the motion.

**Synopsis:** Currently Members expose their vote by raising their hand at most all Membership Meetings.

**Rationale:** 556 Members just like citizens have the right to vote privately, how we vote is confidential. Anytime any 556 Members votes by a show of hands or roll call they are subjecting themselves to outside influence. Voting by secret ballot on main motions (or motions submitted in writing) will NOT slow down the meeting process, insure accuracy and improve participation. Main motions do not include incidental motions such as motion to recess, adjourn, approve or dispense with reading of the minutes.

   a. Tina Coffee made a **motion**, “to amend the previous amendment to add, “This Bylaw amendment will be voted on by secret ballot.” Chris Click **seconded** the motion.

22. Greg Hofer made a **motion** to amend the Local 556 Bylaws by adding a preamble, “These Bylaws are a governing document to establish Local 556. These Bylaws provide a mechanism through which all Members are represented both individually and collectively, thereby providing for responsible leadership, at the same time retention of control of the Local by the Membership.” Chris Click **seconded** the motion.

**Synopsis:** There is no current preamble to our Bylaws.

**Rationale:** The preamble will act as an introduction to the Bylaws and the Bylaws’ purpose.

   a. Chris Click made a **motion**, “to amend the previous amendment to add, “The vote will be conducted by secret ballot.” Tina Coffee **seconded** the motion.

23. Greg Hofer made a **motion** to amend Article II OBJECTIVES to add a new section, “To allow the Membership to express its general will through the assemble of it’s Members, to empower the effective leadership as it wishes while retaining the degree of direct control over our affairs that the Members choose to reserve for ourselves; The Executive Board has only such power as is delegated to it by these Bylaws or by vote of it’s Members assembly referring individual matters to it. Subject to the International Constitution and other such higher authority.” Chris Click **seconded** the motion.

**Synopsis:** To clarify that the will of the Membership is the authority in the Local Union.

**Rationale:** The Membership and the Union are one in the same, the Membership should be self governing by the majority. This amendment should be approved if for no other reason than the fact that existing Bylaw II (c) requires that we perpetuate democratic traditions which includes the will of the majority.

   a. Cheri Vincent made a **motion**, “to amend the previous amendment by adding the amendment will be voted on by secret ballot.” Chris Click **seconded** the motion.

24. Cuyler Thompson made a **motion** to change Article XIII to Article XIV and add a new Article XIII LOCAL 556 MEMBERSHIP ASSEMBLY:”

***ARTICLE XIII***
***LOCAL 556 MEMBERSHIP ASSEMBLY***

The TWU Local 556 Membership Assembly (Assembly) shall be the supreme authority for Local 556. The Convention will be held not less than every three (3) years. Notice of the Assembly shall be posted by the President not less than 180 days prior, by all available means. The President or his/her designee shall Chair the Assembly.

*(a)* *All Assemblies will be governed by Robert's Rules of Order, revised.*

*(b)* *The agenda for the Assembly shall be set by the President with the approval of the Executive Board, and will be posted by the Recording Secretary not less than forty-five (45) days before the Assembly by all available means.*

*(c)* *A Membership Assembly Committee will be appointed by the Executive Board at the first regularly scheduled Executive Board Meeting following the swearing in of the new Officers. The Assembly Committee will meet to determine the dates, location, Assembly site, meeting rooms, hotel accommodations, travel arrangements of delegates, and all other matters pertaining to the Assembly as may be deemed necessary to conduct the business of the Assembly, with the approval of the Executive Board.*

*(d)* *The voting delegates to the Assembly will be as follows:*

- *i.* *Nationally elected Officers*
- *ii.* *Elected Shop Stewards who meet the definition of delegates as stated in Article VIII.*

*Non-voting attendees to the Assembly may include TWU International Representatives, non-delegate Members of Local 556 and guests approved by the Executive Board.*

*(e)* *Voting on all matters before the Assembly shall be done by the delegates as defined in (e) above. Each delegate shall have one (1) vote. Delegates not in attendance will forfeit their vote and their seat will not be filled.*

*(f)* *All matters to be considered at the Assembly shall be sent to the Recording Secretary not less than ninety (90) days prior to the convening of the Assembly. Bylaw amendments and motions from a Member or Members of the Local to be considered by the Assembly, shall require consideration by the Resolutions and Bylaws Committee of the Local. The Resolutions and Bylaws Committee will consist of the nationally elected Executive Board Members, TWU International Representative(s) and Local 556 legal counsel.*

*(g)* *The Resolutions and Bylaws Committee will submit a report to the Chair to include recommendations as to which motions shall be ruled out of order, with stated reasons, and which motions should proceed to the Assembly for consideration.*

*(h)* *The general Membership of Local 556 may attend the Assembly as observers and may participate in open forum discussion when recognized by the Chair. Discussion will be limited to the topic currently being discussed at the time they are recognized. Only elected delegates may vote on business at the Assembly.*

*(i)* *Any non-delegate attendee who disrupts the meeting will be given a warning. Upon a second disruption, the nondelegate attendee may be removed from the Assembly by a majority vote of the voting delegates.*

Michael Massoni **seconded** the motion.

**Synopsis:** There will be a TWU Local 556 Membership Assembly every three years to conduct the business of the Local at a representative meeting of all domicile delegates.

**Rationale:** In the Fall of 2009, fifteen Flight Attendants met for two days in Dallas to discuss ways to improve our Union. "Project Redesign" compartmentalized the task at hand into three categories: 1) the "Executive" Group focused on issues pertaining to the Executive Board, the Union Office operation and Local 556 Committees; 2) the "Domicile Structure" group was supposed to focus on improving the effectiveness of the Union in the Flight Attendant domiciles; 3) the "Membership" group focused on the services provided to our Members and improving the Membership Meeting experience. **Project Redesign's** final report contained more than fifty recommendations of ways to improve our Union. Many of these recommendations have already been implemented.

The Membership Group of Project Redesign recommended further investigation of two very different ideas for improving the effectiveness of our Membership meeting process, which has become very cumbersome, ineffective and not very "representative" of our Flight Attendant Members. The sub-group first looked into Web casts, or "on-line" Membership Meetings. It was decided that the technologies that would be necessary for both our Members and for the Union were cost prohibitive and that it would be very difficult to verify the identity of everyone logged on to participate in the Web cast (Do we want Inflight Supervisors attending our Membership Meetings?)

A Membership sub-group met again in the Spring of this year to further examine the second idea proposed by the Members of Project Redesign for making our Membership Meeting process more effective and representative. Currently, just over one-half of one percent of our Members regularly attends the Membership Meetings that are held in each base, three times per year. These fifty or so people make the decisions that affect more than 9,600 Flight Attendants. We have tried having Meetings on different days and at different times. We even tried hosting a pizza party for all those who attended; there is just currently not much interest in attending Membership Meetings.

The sub-group of Project Redesign came up with the idea of having a "Membership Assembly" in a central location (like Denver, not Dallas) every three years. Flight Attendants in each base would elect one delegate for every one-hundred Flight Attendants to represent them at the Assembly (for example, a base with 1,200 Flight Attendants would elect twelve delegates to represent them at the Membership Assembly.) These delegates would be elected at Domicile Membership Meetings and would also serve as the Shop Stewards for that base. Domicile Membership Meetings would continue to be held at each base quarterly. The Domicile Membership Meetings would be scheduled and conducted by the local Domicile Executive Board Member. The President and the Recording Secretary of Local would not routinely attend these meetings. The Members present at these Meetings would discuss with their Domicile Executive Board Member about how to best represent them at Executive Board Meetings, etc. Members could make motions at these Meetings, but they would not be considered by the general Membership until the Membership Assembly convened.

As an example, let's say that Chicago was chosen to be the site of the 2013 TWU Local 556 Membership Assembly. The elected delegates from each Flight Attendant base and the Local's Executive Board Members would fly (positive space) to MDW and be paid to attend a two-day Membership Assembly meeting during which the business of the Local would be conducted, Bylaws changed, information exchanged and important decisions made. Any rank and file Flight Attendant may attend the Membership Assembly and speak about any issue after being recognized by the Chair of the Assembly. However, so that the Assembly is truly representative of the entire Flight Attendant population, only elected delegates may cast votes during the Assembly. In the example above, where the Membership Assembly is held in Chicago, it is highly likely that many more rank and file Flight Attendants based in Chicago will attend the Assembly that from Orlando or Oakland. If ALL rank and file Flight Attendants were allowed to vote, the results would unfairly be biased for Chicago simply because more people from Chicago would be able to attend (just like if the Assembly were held on the West Coast, less rank and file Flight Attendants from the East Coast would be able to attend.)

The Membership Assembly idea is an ambitious plan by Project Redesign to improve the Membership Meeting process and to make the decision-making more representational of our Flight Attendant Membership. It is an attempt to involve more Flight Attendants from all bases in the business of TWU Local 556.

The Chair called a ten-minute recess at 1100 in order for those Members present to consider the previous motion.

The Meeting reconvened at 1110.

a. Chris Click made a **motion** to amend the previous amendment to "strike (three years) and replace with six months in Article XIII (a); "replace with Assemblies will be governed by Robert's Rules of Order Newly Revised" in Article XIII (a); "change the word President and replace with the word Membership" in Article XIII (b); "strike entirely" Article XIII (d); "change "not less than ninety days (90) to forty-five days (45)" in Article XIII (f); "change "elected delegates may vote on business at the Assembly" to, "all attendees may vote on business at the Assembly" in Article XIII (h)." Greg Hofer **seconded** the motion.

25. Geoffrey Burns made a **motion** to amend Article II (c) by adding, "Such democratic institutions will include the rights of Members votes at Membership Meetings to be confidential and so expressed by secret ballot when voting on motions that were submitted in writing." Chris Click **seconded** the motion.

**Synopsis:** Currently Members expose their vote by raising their hand at most all Membership Meetings.

**Rationale:** 556 Members just like citizens have the right to vote privately, how we vote is confidential. Anytime any 556 Members votes by a show of hands or roll call they are subjecting themselves to outside influence. Voting by secret ballot on main motions (or motions submitted in writing) will NOT slow down the meeting process, insure accuracy and improve participation. Main motions do not include incidental motions such as motion to recess, adjourn, approve or dispense with reading of the minutes.

a. Chris Click made a **motion**, "to amend the previous amendment to add, "This Bylaw amendment will be voted on by secret ballot." Marilyn Hall **seconded** the motion.

26. Chris Click made a **motion** to amend Article III to add, "The supreme authority of the Local will be the Membership acting through duly called Membership Meetings expressing its general will subject to these Bylaws and the International Constitution and any applicable State or Federal law." Anne Barnes **seconded** the motion.

**Synopsis:** To clarify in the Bylaws as to whom is the supreme authority of the Local.

**Rationale:** Without the Membership there is no Union. Without the Members dues there is no financial support for the Union. The purpose of the Union is to benefit the needs of the Membership. The purpose of

Unionizing is to determine the Members' needs and which direction to go to obtain those needs. Everything about the Union is the Membership and there should actually be no doubt as to who is the supreme authority.

27. Chris Click made a **motion** to amend Article III by adding a new section, "In any event no action of the Executive Board can conflict with any action of the Membership except in matters placed in these Bylaws and the International Constitution exclusively under the control of the Local Executive Board. The Membership can give the Executive Board instructions which it must carry out subject to State and Federal Law, these Bylaws and the International Constitution. Between Membership Meetings the Executive Board shall have the power and authority to administer the affairs of the Local between Meetings. The Membership can countermand any action of the Executive Board as at subsequent Membership Meetings at any time." Greg Hofer **seconded** the motion.

**Synopsis:** Membership interpretation of our Union is sometimes misunderstood to be the opposite of this.

**Rationale:** As our president likes to tell us he gets his marching orders from the Membership and rightfully so, because the Executive Board should abide by the will of the Membership and its instruction. The Executive Board should have the right to govern between Membership Meetings but the final authority should always be the Membership.

28. Tina Coffee made a **motion** to "amend Article VI (a) to add the word (4) before the phrase Executive Board Member at Large." Chris Click **seconded** the motion.

**Synopsis:** to increase from 2 to (4) Board Members at Large.

**Rationale:** Currently Chairs of Committees are appointed by the President. These voted in positions are flexible since they are "at Large." It gives more people on the Board flexibility to work as Chairs, in the Union Offices, or be assigned to whatever project is in need of an Executive Board Officer. It also encourages more Flight Attendants to run for a position on the Executive Board that isn't base-specific.

   a. Chris Click made a **motion**, "to amend the amendment to the amendment Article VI (a) to add the sentence, "The Board Member at Large will be chosen first to Committee Chair before a non voted in Member by a vote of the Executive Board by secret ballot." Geoffrey Burns **seconded** the motion.

29. Cuyler Thompson made a **motion** to amend Article IV (g) by adding the word "and" after "Constitution" and before "all Collective Bargaining Agreements." Michael Massoni **seconded** the motion.

**Synopsis:** This fixes a grammatical error.

**Rationale:** This fixes a grammatical error.

30. Tina Coffee made a **motion** to "amend Article VII (a) to add the word (4) before the phrase "Executive Board Member at Large." Chris Click **seconded** the motion.

**Synopsis:** to increase from 2 to (4) positions the Executive Board Members at Large.

**Rationale:** Currently Chairs of Committees are appointed by the President. These voted in positions are flexible since they are "at Large." It gives more people on the Board flexibility to work as Chairs, in the Union

Offices, or be assigned to whatever project is in need of them. It also encourages more Flight Attendants to run for a position on the Executive Board that is not base-specific.

   a. Greg Hofer made a **motion**, "to amend the amendment Article VII (a) to add the sentence, "The Board Member at Large will be chosen first to Committee Chair positions (not including Grievance Chair) before a non voted in Member by a vote of the Executive Board by secret ballot." Chris Click **seconded** the motion.

31. Cuyler Thompson made a **motion** to change the title of Article V by adding the word "DOMICILE" before "MEMBERSHIP MEETINGS." Michael Massoni **seconded** the motion.

**Synopsis:** Bylaw Article V will now be titled DOMICILE MEMBERSHIP MEETINGS.

**Rationale:** This reflects the change proposed to have the Domicile Executive Board Members conduct the Membership Meetings in the domiciles.

32. Cheri Vincent made a **motion**, "Members by majority of those voting, 50% + 1, shall elect Officers in positions vacated, not appointed by any individual or collective Executive Board Members. This includes base-specific elections." Geoffrey Burns **seconded** the motion.

**Synopsis:** Members shall vote of all Officers.

**Rationale:** the Membership should be able to elect all of their representatives.

   a. Greg Hofer made **motion** to amend, "to vote secret ballot." Anne Barnes **seconded** the motion.

33. Greg Hofer made a **motion** to amend Article II (c) by adding, "Such democratic institutions will include the rights of Members to know how their Executive Board Officers voted at Executive Board Meetings on Union business issues directly effecting the Membership; Executive Board officers will be required to vote by Roll Call at Executive Board Meetings, not including individual grievances, or specific issues governed by the International Constitution, or State or Federal Law" Any name or portion of any vote thought to be personal or private in nature may be obliterated as to protect confidentiality. Chris Click **seconded** the motion.

**Synopsis:** Currently the Executive Board doesn't always vote by roll call.

**Rationale:** When voting for their elected Officers, Members need to be able to base their decision on valid pertinent issues not rumors or promises. This Bylaw will be able to encourage Members to vote and an incentive for Officers to vote with their constituents in mind, knowing they will be accountable. We use this same system in the Congress and the House of Representatives where voters can view the complete voting records of their elected representatives.

   a. Chris Click made a **motion**, to amend the previous amendment to add, "The Executive Board voting records will be charted and tallied on the Local Web site during their term to aid the Members while voting in upcoming elections." Tina Coffee **seconded** the motion.

   b. Marilyn Hall made a **motion**, "to amend the previous two amendments to add, "The vote on each question will be conducted by secret ballot." Cheri Vincent **seconded** the motion.

34. Cheri Vincent made a **motion** to amend Article VII (e) by inserting "or Membership" between the words "The Executive Board" and "shall." Also to add the words "An Executive Board motion to set their salary shall be before the phrase, "subject to the approval." Chris Click **seconded** the motion.

**Synopsis:** To allow the Membership or the Executive Board (subject to the approval of the Membership), the ability to set pay and expenses for Officers of the Local.

**Rationale:** Currently, only the Executive Board claims the ability to set their own pay. This is a conflict of interest and also prevents the Membership from having control of the Local.

   a. Greg Hofer made at **motion** to amend, "vote by secret ballot." Cheri Vincent **seconded** the motion.

35. Cuyler Thompson made a **motion** to delete the current text of Article V (a) and replace it with, "Each Domicile Executive Board Member should conduct at least one (1) quarterly informational Membership Session in their respective domicile." Michael Massoni **seconded** the motion.

**Synopsis:** Domicile Executive Board Members will hold less formal informational meetings quarterly in each base.

**Rationale:** To provide for better communications and exchange of information with the Membership.

   a. Chris Click made an amendment to the **motion** to replace the word "should" with "shall." Michael Massoni **seconded** the motion.

36. Cuyler Thompson made a **motion** to add a new section (b) to Article V and to re-letter all later sections. "Each Domicile Executive Board Member will conduct a Domicile Membership Meeting (DMM) of the general Membership of Local 556 at least ninety (90) days prior to the TWU Local 556 Membership Assembly in each of their respective domiciles for the sole purpose of nominating and electing Shop Stewards, collecting written submissions of motions for the Resolutions and Bylaws Committee, and Board of Election (BOE) nominations.

**Synopsis:** Domicile Executive Board Members will collect submissions for the Assembly to be voted on by delegates at the Assembly.

**Rationale:** It is more cost effective to have Domicile Executive Board Members conduct these meetings and submit them to the appropriate Committees.

37. Tina Coffee made a **motion** to amend Article II Objectives, to add a new section, "To promote and to post on the Local Web site, the "Union Members Rights and Union Officer Responsibilities" poster as recognized and posted by the Department of Labor (see attached one page poster)." Greg Hofer **seconded** the motion.

**Synopsis:** Currently there is no Members Rights or Union Officers Responsibilities posted on our Web site.

**Rationale:** Members are guaranteed certain rights under Federal law yet these rights aren't well known among our Membership. If you review the poster attached, it contains a nice summary of various facts that promote some of the safeguards that must be in place to ensure that Unions operate as intended.

a. Chris Click made an amendment to the **motion** to add "to be voted on by secret ballot." Geoffrey Burns **seconded** the motion.

38. Cheri Vincent made a **motion** that, "All Executive Board Officers have the option to work in the Office, full-time or part-time at his/her availability." Chris Click **seconded** the motion.

**Synopsis:** Board Members can work in the Office.

**Rationale:** Officers are voted in to represent us, so we should be able to utilize them in the Office.

39. Cuyler Thompson made a **motion** to amend new Article V (d) (old section (c)) by adding "Domicile" before "Membership Meeting" in the first sentence. Chris Click **seconded** the motion.

**Synopsis:** The new sentence will read: Domicile Membership Meeting notices shall be posted…

**Rationale:** To reflect the change to the Meeting format for each domicile.

40. Cuyler Thompson made a **motion** to amend new Article V (f) (old section (e)) by adding "Domicile" before "Membership" and after the "period (.)" and adding "Meeting" after "Membership" and before "or." Chris Click **seconded** the motion.

**Synopsis:** The first sentence will now read: Domicile Membership Meeting.

**Rationale:** To reflect the change to the Meeting format for each domicile.

41. Greg Hofer made a **motion** to amend Article IV to add a new section, "Members who hold elected or appointed positions within Local 556 who choose to resign their position are responsible to do so in writing to the 556 Recording Secretary or to the appointing power. Any perceived vacancy of position or office will not be assumed unless a written resignation was submitted. Chris Click **seconded** the motion.

**Synopsis:** There is no current written Bylaw addressing this.

**Rationale:** In large organizations supporting thousands of members handling millions of dollars annually, there should be some sort of written resignation policy. This policy is in no way written to require the submission of any resignation to be automatically accepted.

a. Chris Click made an amendment to the previous **motion** to add, "The vote will be by secret ballot." Geoffrey Burns **seconded** the motion.

42. Chris Click made a **motion** to amend Article IV (g) to read, "All Members shall adhere to the provisions of the Bylaws, the International Constitution, all Collective Bargaining Agreements or working rules of the Local. *Including standing rules, rules of order, or any special rules written as motions previously adopted by the Membership will be presented with these Bylaws but under a separate heading from the Bylaws*. Anne Barnes **seconded** the motion.

**Synopsis:** To make available and to centralize rules that are binding to each Member.

**Rationale:** Members are to abide by ALL rules. Existing language in this Bylaw confirms that. The problem is Members have no clear and easy access to where those rules are written or to determine what rules actually even exist. Over the last 20 years Members have written motions that in effect rules that govern our Local, yet we have no centralized easy access location to confirm their existence. Example, rules that govern how we pay the Executive Board, trip sharking rules, previous assessment fee rules.

a. Greg Hofer made an amendment to the **motion,** "secret ballot." Geoffrey Burns **seconded** the motion.

43. Cuyler Thompson made a **motion** to amend new Article V (g) (old section (f)) by deleting "Recording Secretary" after "The" and changing it to "Domicile Executive Board Member," and to add "Domicile Membership" before the last word "Meeting." Chris Click **seconded** the motion.

**Synopsis:** The Domicile Executive Board Members rather than the Recording Secretary will examine the credentials at Domicile Membership Meetings.

**Rationale:** To reflect the change to the meeting format for each domicile.

44. Greg Hofer made a **motion** to amend Article IV (g) by adding, "Motions previously adopted by the Membership are binding to the Membership and as such should be easily available to the Membership for easy reference. Motions previously adopted by the Membership will be presented with these Bylaws but under a separate heading as "Motions previously adopted." Chris Click **seconded** the motion.

**Synopsis:** Motions previously adopted by our members are in effect rules that are spread out over thousands of pages in 20 years of Membership Meeting Minutes.

**Rationale:** Searching through thousands of pages for rules that effect us today only allows for confusion and results in apathy and rule breaking. Members deserve easy access to rules that are binding to them.

a. Chris Click made a **motion**, to amend the previous motion to add, "Motions previously adopted by the Membership are binding to the Membership and as such should be easily available to the Membership for easy reference. Motions previously adopted by the Membership will be posted on their own Web page on the Local Web site under a separate heading as "Motions previously adopted by the Membership." Greg Hofer **seconded** the motion.

b. Marilyn Hall made a **motion**, "to amend the rule to add the vote for both previous amendments will be by secret ballot." Chris Click **seconded** the motion.

45. Chris Click made a **motion** to amend Article XIII "Amendments to the Bylaws" to add a new section, "Should the necessary technology APPEAR that would allow Local 556 to conduct electronic Membership Meetings and/or electronic Sessions of Membership Meetings that meet or exceed all requirements of how meetings are to be conducted as per our existing rules and Parliamentary authority, and should the technology APPEAR that allows for reliable and verifiable voting requirements at those Membership Meetings as stated in our existing Bylaw Article IX (b), the Membership may vote to suspend Bylaw Article XIII (a) and any other applicable Local Bylaw to allow for other forms of Membership Meetings." Greg Hofer **seconded** the motion.

**Synopsis:** This will allow for the Membership to suspend the Bylaw that requires we only amend the Bylaw once every two years.

**Rationale:** In part, our very job description defeats our ability to attend a Membership Meeting. As a result of one percent of us who attend control the other 99 percent. But technology is rapidly advancing which may allow for sophisticated online meetings that meet all necessary guidelines as per Federal law and Roberts Rules and all existing rules and governing documents. Eventually we will have the ability for electronic meetings that allow for affordable unlimited log-on participants via phone and/or computer with full Member verification, simultaneous interaction using List Servers with time stamp and speaking queues, complete with statement documentation recall. All Membership Meeting voting will allow for Member authentication, Member authorization and Member registration, ballot secrecy, voter indecision, and voter duplication. Which will also provide for full voting audit allowing recounts and record keeping.

46. Cuyler Thompson made a **motion** to amend Article V by deleting section (i) and re-lettering the following paragraphs and adding a new section (n), "In the event to Domicile Executive Board Member is absent, the Executive Board shall appoint another Board Member to perform their duties." Chris Click **seconded** the motion.

**Synopsis:** In case the Domicile Executive Board Member is absent, another Board Member will preside at the Domicile Membership Meeting. It allows for a backup if the Domicile Executive Board Member is unable to attend.

**Rationale:** The Recording Secretary will not attend Domicile Membership Meetings and the Domicile Executive Board Members will preside and conduct the meeting. It allows for a backup if the Domicile Executive Board Member is unable to attend.

47. Greg Hofer made a **motion** to amend Article V to add a new section, "Local 556 will employ a non member Independent Professional Parliamentarian not affiliated with Local 556 to be available at Membership Meetings to assist the Chair and the Membership as allowed per our Parliamentary Authority." Tina Coffee **seconded** the motion.

**Synopsis:** Non-members are currently not allowed to attend Membership Meetings.

**Rationale:** The Membership Meeting Chair alone has the power to rule on questions of order or parliamentary procedure as per Roberts Rules. The role of the Parliamentarian is to act as a consultant on Parliamentary procedure and the appropriate conduct of business. The Parliamentarian will be familiar with all our governing documents, including the Bylaws, International Constitution, the LMRDA and CFR's.

  a. Chris Click made a **motion**, to amend the previous motion to add, "This amendment will also apply if Local 556 adopts any form of Convention style meetings." Geoffrey Burns **seconded** the motion.

  b. Cheri Vincent made a **motion** to amend, "Parliamentarian will not have any affiliation with TWU or Local 556." Chris Click **seconded** the motion.

48. Cuyler Thompson made a **motion** to amend new Article V (i) (old section (h)), by deleting "Executive Board" after "The" and adding "Domicile Executive Board Member" after "The" and deleting the "s" at the end of "Times." Chris Click **seconded** the motion.

**Synopsis:** Domicile Executive Board Member will determine the start time. Make the word "time" singular.

**Rationale:** The Domicile Executive Board Member will determine the start time since they will be in charge Domicile Membership Meeting.

49. Cheri Vincent made a **motion,** "No Flight Attendant working in the Office as staff or is working as a Committee Member shall attend meetings without using vacation days, or prorated loss of pay for that time frame. Time cards shall be kept and available to the Membership." Geoffrey Burns **seconded** the motion.

**Synopsis:** Staff can't attend Membership Meetings on the clock. rationale membership shouldn't have to pay for staffers to attend meetings

**Rationale:** Membership shouldn't have to pay for Staffers to attend meetings.

50. Chris Click made a **motion** to amend Article XI Finance and Expenses to add a new section, "Local 556 will not pay out any future bonuses, unless contractually obligated to do so, to any employee, nor enter into a future Contract to employ other non Local 556 Members without first obtaining Membership approval." Greg Hofer **seconded** the motion.

**Synopsis:** To allow Members to serve as employees.

**Rationale:** According to our 2010 LM-2 statement we paid over $61,000.00 dollars to our only employee living in Dallas. We also paid her $10,000.00 in bonuses during that fiscal year. Yet this contract that we are obligated to, is not viewable to the Members who pay it. We also, may very well have a 556 Member who would prefer the job who also has the necessary training and background and skills to perform the job as well.

   a. Greg Hofer made a **motion**, to amend the previous amendment to add, "Local 556 will provide a copy of our current Contract with our lone employee to any Members who request it." Chris Click **seconded** the motion.

   b. Chris Click made a **motion** to amend the previous two amendments to add, "The vote will be by secret ballot." Geoffrey Burns **seconded** the motion.

51. Cuyler Thompson made a **motion** to add a new section (j) to Article V and re-letter the following paragraphs, "The Domicile Executive Board Member or his/her designee shall record the Minutes of the Domicile Membership Meeting and Special Meetings and forward them to the Recording Secretary." Chris Click **seconded** the motion.

**Synopsis:** The Recording Secretary will no longer attend the Domicile Membership Meetings, so the Domicile Executive Board Member or their designee will record the Minutes.

**Rationale:** So that Minutes of these meetings are recorded without the Recording Secretary being present.

52. Cuyler Thompson made a **motion** to amend new Article V (l) (old section (k)), "After the word "guest," add "s"; add "Local 556" after "any" and before "Meeting;" add "Assembly, Domicile Membership Meeting" after "Membership" and before "or." Chris Click **seconded** the motion.

**Synopsis:** Make "guest" plural, add Membership Assembly, and Domicile Membership Meeting.

**Rationale:** Allows the President to invite more than one guest to all Local 556 Meetings and/or Assembly.

   a. Cheri Vincent made a **motion** to amend and add, "Lounge Mobilizations." Michael Massoni **seconded** the motion.

b. Chris Click made a **motion** to amend, “Strike the word Assembly.” Anne Barnes **seconded** the motion.

53. Marilyn Hall  made a **motion** to amend Article VI (d) to add, “Additional duties shall be assignable to the Executive Board or to individual 556 Officers by a majority vote of Members at Membership Meetings.” Greg Hofer **seconded** the motion.

**Synopsis:** Self-explanatory.

**Rationale:** Member whose dues make the Executive Board possible, should in addition to the Executive Board be able to assign them to additional duties.  As we have all been told in the past by the President, “I get my marching orders from the Membership,” this Bylaw will enforce that statement.

a. Tina Coffee made a **motion** to amend the previous amendment to add, “The vote will be by secret ballot.” Chris Click **seconded** the motion.

54. Cuyler Thompson made a **motion** to amend new Article V (m) (old section (l)), by deleting “regular” after “at” and before “Membership” and adding “all” after “at” and before Membership.” Cheri Vincent **seconded** the motion.

**Synopsis:** Members in attendance constitute a quorum.

**Rationale:** This will cover all Membership Meetings.

a. Chris Click made a **motion** to amend to add, “Domicile” before “Membership.” Michael Massoni **seconded** the motion.

55. Geoffrey Burns made a **motion** to amend Article V to add a new Section, “The Chair of the Membership Meeting will preside over the meeting in a fair and impartial manner and will offer no opinion or enter into any discussion of the merits of the question without first relinquishing himself or herself as Chair until the pending question is disposed of. Otherwise he has shown himself to be partisan on that particular matter.” Chris Click **seconded** the motion.

**Synopsis:** Currently the Chair rarely relinquishes the Chair.

**Rationale:** According to Roberts Rules the person conducting a meeting and making decisions on procedures should act as though he is impartial. The impartiality required of the Chair in a meeting precludes his rights as a Member while he is presiding. To participate in discussion and debate he must relinquish the Chair until the entire question has been disposed of.

a. Greg Hofer made a **motion** to amend the previous motion to add, “The vote will be by secret ballot.” Chris Click **seconded** the motion.

56. Cuyler Thompson made a **motion** to amend Article VI sections (a), (f), (g), (j) and (l) by deleting “1$^{st}$” before “Vice President” in each of these paragraphs and deleting the words “”2$^{nd}$ Vice President.” Michael Massoni **seconded** the motion.

**Synopsis:** These paragraphs will now refer to Vice President with only one Vice President beginning with the next Executive Board election.

**Rationale:** A 2nd Vice President was added many years ago when the size of the Membership grew and another Vice President slot was created since Dallas was the only base at the time. Now that we have multiple bases, another Board Member at Large is more representative.

   a. Chris Click made a **motion** to amend, "add the words "2nd Vice President" after the word." Cheri Vincent **seconded** the motion.

57. Greg Hofer made a **motion** to amend Article V to add a new section, "Local 556 will credit one TFP to the payroll report for each Member who attends a complete session of a Membership Meeting by signing in on the Membership Meeting Attendance Book before call to order and signs out on the Attendance Book after the session is recessed or adjourned. Limit to one TFP per person per session per meeting. Not including 556 Officers who are already being paid to attend said meetings." Chris Click **seconded** the motion.

**Synopsis:** Currently Members are not paid to attend Membership Meetings.

**Rationale:** Our current Membership Meeting system can be considered broken when no one shows up. We need new ideas to encourage Members to attend. This idea is no different than paying Members to attend Convention meetings for the TWU International. This idea may even be less expensive than paying Members to attend any new Local Convention style meeting. Either way, Members are giving their time and effort to attend meetings and should be awarded, just like our Local does when we pay our Shop Stewards and Committee Members for their time.

   a. Cheri Vincent made a **motion,** "to amend the previous amendment to read, "Local 556 will credit three TFPs to the payroll report for each Member who attends a complete session of a Membership Meeting by signing in on the Membership Meeting Attendance Book before call to order and signs out on the Attendance Log after the session is recessed or adjourned. Limit to three TFPs per person per session per meeting. Not including 556 Officers who are already being paid to attend." Marilyn Hall **seconded** the motion.

   b. Chris Click made a **motion** to amend, "Members will receive full credit for attending 60% of the Session." Geoffrey Burns **seconded** the motion.

58. Greg Hofer made a **motion** to delete Article V (j) and replace it with, "The rules contained in the current edition of Roberts Rules of Order Newly Revised shall govern our Membership Meetings and in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules or order or working rules the Membership may adopt subject to our International Constitution, and any applicable State or Federal Law." Geoffrey Burns **seconded** the motion.

**Synopsis:** The current Bylaw allows for Roberts Rules of Order Revised.

**Rationale:** The current Parliamentary authority, Roberts Rules of Order Revised is an outdated publication no longer in copyright and no longer even in print as it is hard to find or buy a used copy. The newest version RONR 10th edition is much more comprehensive. Roberts Rules of Order Newly Revised even states that the new version supersedes Roberts Rules of Order Revised and should be updated as such in the Bylaws.

   a. Chris Click made a **motion** to amend the previous amendment to add, "The Chair will have at least 3 loaner copies of the current parliamentary authority available at Membership Meetings for Member referral." Marilyn Hall **seconded** the motion.

59. Geoffrey Burns made a **motion** to amend Article XI (c), to insert the words as underlined below. "The Local will pay for hotel and car rental expenses for the President and Financial Secretary or any full time Union office pulls, as approved by the Executive Board. Such cost will be itemized and reported separately on the Local Treasurer Report. If at any time the Membership feels this expense is excessive and may possible cause a dues increase or an assessment fee this Bylaw may be suspended to allow for its revision at any time with a majority vote at a Membership Meeting. The Local will pay for a round trip move for any full time Union position requiring relocation to the city in which the Local Union Headquarters Office is located. Each full time position must commit to a minimum of one (1) year in the position in order to receive a return paid move of equal or lesser distance. The move will be paid per usual and customary moving expenses and shall be approved by the Executive Board. The Executive Board may release the full time position requirement of one year under special circumstances. The paid return move must be made within six (6) months of completion of said obligation." Chris Click **seconded** the motion.

**Synopsis:** The change is self explanatory.

**Rationale:** There is no separate report to confirm what the Membership actually paid for hotel and car expenses for the Grievance Chair and where the Contract Negotiation Team or other full time pulls. Yet as we all know, we are paying a $4.00 dues increase in a $3.00 assessment fee. Perhaps if we exercised the option to pay for moving cost instead of hotels and car rental expenses the Membership would not be forced to repeatedly access the Membership $2.00 or $3.00 every time we go into negotiations. At the very least, it would be beneficial to specifically see how much we are spending on this cost to compare to how much we pay in assessment fees.

60. Cuyler Thompson made a **motion** to amend Article VI sections (a) and (j), by deleting the phrase "2nd Vice President." Michael Massoni **seconded** the motion.

**Synopsis:** This will reflect only one Vice President.

**Rationale:** An additional Board Member at Large is more representative with multiple domiciles. The 2nd Vice President slot was created when there was only a Dallas domicile and no Board Member at Large positions.

61. Cuyler Thompson made a **motion** to amend Article VI (old) sections (k), (l), (m), (n), (o) and (p), by deleting all ":" after the word "shall." Geoffrey Burns **seconded** the motion.

**Synopsis:** This will make these complete sentences.

**Rationale:** Reads more easily.

62. Cuyler Thompson made a **motion** to amend Article VI (old) sections (k), (l), (m), (n) and (o), by deleting all semicolons (;) and changing them to periods." Michael Massoni **seconded** the motion.

**Synopsis:** This will make these complete sentences.

**Rationale:** Reads more easily.

63. Chris Click made a **motion** to amend Article VI (c) to add, "A running tally of each Executive Board Officers attendance record at Executive Board Meetings will be (in addition to the Minutes) charted and logged on the Local 556 Web site during their full or partial term and will be used as a voting aid by the Membership during elections." Michael Massoni **seconded** the motion.

**Synopsis:** Currently roll call is performed at Executive Board Meetings, but there is no summary of attendance log available to the Membership.

**Rationale:** If Members wish to see the performance attendance of their elected Board Officers, they would have to scan through hundreds and hundreds of Minutes to get an over all attendance record of someone they want to vote for, or did vote for. With an attendance chart, logged and tallied in the Local Web site a Member can easily view it to determine the performance of their elected Officer. The same method is used for the Senate and House of Representatives as this is how democracy functions.

a. Marilyn Hall made a **motion** to amend the previous motion to add, "Attendance or absence will be recorded and charted as: Present; Pre-excused absence; Tardy; Post-excused absence; Non-excused absence. The attendance record can be amended only by a majority vote of the Executive Board." Michael Massoni **seconded** the motion.

64. Cuyler Thompson made a **motion** to amend Article VI (k) by adding the words "the Local 556" after "at" and before "Membership" in the second sentence, and adding "Assembly and Special" after the word "Membership" and before "Meetings." Michael Massoni **seconded** the motion.

**Synopsis:** The second sentence will now read, "The President or the President's designee shall carry out the resolution of the Membership as adopted at the Local 556 Membership Assembly and Special Meetings and perform such other duties as may be assigned to him/her by the Executive Board or the Membership."

**Rationale:** Includes language to cover the Membership Assembly in President's duties.

65. Chris Click made a **motion** to amend Article VI to add a new section specifically as written; "Whereas term limits ARE allowed per Federal Law as stated in Section 452.29 (b) of the Code of Federal Regulations Title 29, (attached) "it would NOT violate the Act (LMRDA) for a Union to prohibit successive terms in office or to limit the number of years an Officer may serve. Such rules are intended to encourage as many Members as possible to seek positions of leadership in the organization". Therefore, Local 556 will impose a retroactive term limit of two consecutive terms in the Office of President, unless running unopposed. Any partial term in excess of one half will be considered a full term." Greg Hofer **seconded** the motion.

**Synopsis:** Currently there are no provisions regarding this.

**Rationale:** Section 452.49 (b) of the Code of Federal Regulations Title 29 proves that no Union attorney can rightfully claim that term limits run a follow Federal law. This law supersedes any interpretation by our International President, no language in our International Constitution, interpretive or literal can rightfully claim that term limits violate the intent or spirit of our International Constitution. Even our adopted Parliamentarian authority allows for and encourages turn limits, page 557 states "since a reasonable rotation in office is desirable in almost all organizations a section in this Article (the Bylaws) may well proclaim that, No Officer shall be eligible to serve more than ____ consecutive terms in the same office."

a. Greg Hofer made a **motion** to amend the previous amendment to read, "Whereas term limits ARE allowed per Federal Law as stated in section 452.29 (b) of the Code of Federal Regulations Title 29, (attached) "it would NOT violate the Act (LMRDA) for a Union to prohibit successive terms in office or to limit the number of years an Officer may serve. Such rules are intended to encourage as many Members as possible to seek positions of leadership in the organization." Therefore, Local 556 will impose a retroactive term limit of two consecutive terms in the same

Office of President, 1st Vice President, 2nd Vice President, Treasurer and Recording Secretary unless running unopposed. Any partial term in excess of one half will be considered a full term." Geoffrey Burns **seconded** the motion.

b. Chris Click made a **motion** to amend the previous two amendments to add, "The vote will be by secret ballot." Anne Barnes **seconded** the motion.

66. Anne Barnes made a **motion** to amend Article VI (h) to add after the sentence "If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position and shall be approved by Membership by vote." Chris Click **seconded** the motion.

No synopsis of the proposed change was submitted.

No rationale for the proposed change was submitted.

67. Tina Coffee made a **motion** to amend Article VI (k) to delete the sentence as lined out below and add the following text as written below. ~~The Executive Board will approve all full time staff~~ "All full time 556 Office Staff (and part time and temp pool if applicable) appointed by the President will be subject to the approval of the Executive Board. Before appointment, all openings as listed above will be posted on the Local Web site for minimum of 7 days. Each posted opening will include a title, job description, appointment deadline and the contact person to request appointment for the opening." Greg Hofer **seconded** the motion.

**Synopsis:** There is no current appointment structure in the Bylaws.

**Rationale:** If appointments to 556 Staff are advertised to the Members, this would increase the odds of getting the best person for the job, instead of just someone whom the President is willing to reward. Appointments working in the Union Office might be coveted by some, yet they have no way of watching for job openings. The larger our Local grows, with AirTran and internal growth this appointment access point will become more valuable. This Bylaw does not require the President to interview, only to allow access and interest before appointing.

a. Chris Click made a **motion** to amend the previous amendment to add, "the vote will be by secret ballot." Cheri Vincent **seconded** the motion.

b. Cheri Vincent made a **motion** to amend, "Job posting must be for a minimum of 21 days." Chris Click **seconded** the motion.

68. Cuyler Thompson made a **motion** to amend Article VI (k) by adding the words "Local 556" after "all" and before "Membership," and deleting "Meetings" after "Membership" and before "and Special Meetings." in the sixth sentence; Adding "Assemblies" after "Membership" and before "and Special Meetings" in the sixth sentence." Michael Massoni **seconded** the motion.

**Synopsis:** It will now read, "The President or the President's designee shall attend all Local 556 Membership Assemblies and Special Meetings of the Local and shall preside it said Meetings."

**Rationale:** To reflect the addition of the Membership Assembly.

69. Cheri Vincent made a **motion** to amend Article VI (k), "Flight Attendants working in the Office shall work a maximum of 5 years in the Office before returning to the line or Management duties on a first-in-first-out basis with no more than 30% of staff exiting every 6 months. Former Flight Attendant staffers must work out-of-office for minimum of 2 years before returning to office duties unless there are no applicants to office jobs. Nepotism is not allowed unless there are no other applicants." Chris Click **seconded** the motion.

**Synopsis:** Flight Attendants shall have term limits in the office.

**Rationale:** Flight Attendants shall not be professional staffers.

a. Tina Coffee made a **motion** to amend, "to change the number 5 to 3." Geoffrey Burns **seconded** the motion.

70. Cuyler Thompson made a **motion** to amend Article VI (k) by changing "He/she" to "The President" in the next to the last sentence." Michael Massoni **seconded** the motion.

**Synopsis:** The President shall perform all duties required by the Executive Board.

**Rationale:** All references in this paragraph refer to the President.

71. Cuyler Thompson made a **motion** to amend Article VI by deleting section (m) and re-lettering all of the following sections." Anne Barnes **seconded** the motion.

**Synopsis:** This will remove the position of 2nd Vice President in the next election and will allow for an additional Board Member at Large.

**Rationale:** The 2nd Vice President slot was created many years ago when the size of the Dallas base justified an additional Officer. Since there were no Board Member at Large a 2nd Vice President slot was created. Now that we have multiple bases and additional Board Member at Large slot is more representative.

72. Cuyler Thompson made a **motion** to amend new Article VI (m) (old section (n)) by adding, "and maintain" after "keep" and before "correct minutes;" deleting "all" after "and" and before "Membership" and adding "The Local 556" after the word "and" and before "Membership" and deleting "meetings" after "Membership;" adding "Assembly" after "Membership" and before the "period (.)".Anne Barnes **seconded** the motion.

**Synopsis:** The Recording Secretary will now keep and maintain records and Minutes of the Local 556 Membership Assembly and Special Meetings.

**Rationale:** To reflect the addition of the Assembly and that Minutes must be maintained.

73. Greg Hofer made a **motion,** "To vote by secret ballot to amend Article VII to add a new section. The Officers of the Executive Board are an instrument of the Membership to which they are subordinate." Geoffrey Burns **seconded** the motion.

**Synopsis:** For clarification purposes.

**Rationale:** The Members elect the Officers to the Executive Board. The Members pay the salaries of the Executive Board. The Members are the majority of the workgroup. The Executive Board is the minority. The

Members are why the Union exists. Why would the Officers on the Executive Board not be an instrument of and subordinate to the Membership?

a. Tina Coffee made a **motion** to amend the previous motion to add, “The Officers on the Executive Board have only such powers as delegated to them in the Local Bylaws and the International Constitution or by vote of the majority of the Members referring individual matters to them.” Chris Click **seconded** the motion.

b. Chris Click made a **motion** amend the previous two motions to add, “The Executive Board is empowered to act for the Membership when necessary between its regular meetings. The Membership may countermand any action of the Executive Board subject to these Bylaws, International Constitution and State and Federal Law when applicable.” Geoffrey Burns **seconded** the motion.

74. Cuyler Thompson made a **motion** to amend old Article VI (n) (new section (m)) by adding, “The Recording Secretary shall maintain a file of all Minutes of Domicile Membership Meetings as submitted by the Domicile Executive Board Members” after the first sentence and before “and;” adding “all” after the word “and” and before the words “Special Meetings.” Michael Massoni **seconded** the motion.

**Synopsis:** The Recording Secretary must maintain a file the Minutes of Domicile Membership and Special Meetings.

**Rationale:** This will reflect the addition of Domicile Membership Meetings and the Recording Secretary and Domicile Executive Board Member’s duties as far as Minutes.

a. Chris Click made a **motion** to amend, “The Meeting Minutes will be posted to the Local 556 Web site.” Geoffrey Burns **seconded** the motion.

75. Geoffrey Burns made a **motion** to amend Article XI to add a new section, “Whereas assessment fees are paid by the Members of 556, a vote to enact or approve an assessment fee will require a vote of the entire general Membership system wide subject to any applicable provisions in our International Constitution and State and Federal Law.” Greg Hofer **seconded** the motion.

**Synopsis:** Currently the general Membership do not to vote on assessment fees. Only those at Membership Meetings.

**Rationale:** Obviously, if each Member is required to pay, they should be allowed to vote. Any related and pertinent information on the question can be included with the ballot to educate the Member of the concept, purpose and rules associated with the assessment fee.

a. Cheri Vincent made a **motion** to amend, “must be by secret ballot by 50% + 1 of those voting.” Chris Click **seconded** the motion.

76. Cuyler Thompson made a **motion** to amend new Article VI (o) (old section (p)) by changing the capital “B” in the word “Be” to lowercase in the first sentence, and adding “and as stated in Article V” after “Executive Board” and before “Domicile” in the third sentence. Michael Massoni **seconded** the motion.

**Synopsis:** This will reflect the addition of the duties of the Domicile Executive Board Member regarding Domicile Membership Meetings in Article V.

**Rationale:** This reflects additional duties assigned to the Domicile Executive Board Member.

77. Greg Hofer made a **motion, "**to vote by secret ballot to amend Article IV Responsibilities of Members, to add a new section. Collective Bargaining Agreement Amendments that have a effect on seniority shall be executed in the following manner. 1.) A two-thirds majority vote of the Executive Board is required to send the Collective Bargaining Agreement Amendment side letter to the Membership for vote. 2.) A majority vote of the Membership is required systemwide for ratification." Chris Click **seconded** the motion.

**Synopsis:** This is not currently clearly addressed in the Bylaws.

**Rationale:** We currently vote on the full Contract ratification. Why would we not want to vote on side letters to the same Contract. In the past some side letters were not voted on in a timely manner. This Bylaw will promote Membership involvement on critical Contract issues like seniority.

   a. Cheri Vincent made a **motion** to amend the previous amendment to add the sentence, "50% + 1 of Flight Attendants who vote constitute a majority." Chris Click **seconded** the motion.

78. Cuyler Thompson made a **motion** to amend Article VII (a) by deleting the "1st" before "Vice President" and deleting "2nd Vice President." Michael Massoni **seconded** the motion.

**Synopsis:** Will now read: the Executive Board shall consist of President, Vice President, Recording Secretary…

**Rationale:** To change the Board to only one Vice President.

79. Cheri Vincent made a **motion** that the word "2nd" shall be maintained in Article VII (a) and in all instances in which it occurs before "Vice President." Chris Click **seconded** the motion.

**Synopsis:** Maintain 2nd before Vice President.

**Rationale:** Maintain the position of 2nd Vice President.

80. Cuyler Thompson made a **motion** to amend Article VII (e) by deleting "a Membership Meeting" at the end of the first sentence and adding "the Local 556 Membership Assembly." after "at" in the first sentence. Michael Massoni **seconded** the motion.

**Synopsis:** Will now read: "The Executive Board shall set salaries and/or expenses for all Officers subject to the approval of the Membership at the Local 556 Membership Assembly.

**Rationale:** This will reflect the change to a Membership Assembly.

81. Cuyler Thompson made a **motion** to amend Article VII (g) by deleting "per calendar quarter." Anne Barnes **seconded** the motion.

**Synopsis:** Will now read: All Officers will be required to fly one multi-day pairing her calendar quarter.

**Rationale:** This corrects the typo of two "per calendar quarters" in the sentence.

The Meeting recessed for forty-five minutes for lunch.

82. Cuyler Thompson made a **motion** to amend Article VIII (a) by deleting "each" after "at" and before "Domicile;" adding "the respective" after "at" and before "Domicile;" deleting "and" after represent and adding a comma (,); adding "or as requested, at other Domiciles," after "represent" and before "assist;" adding ", and serve as voting delegates to the Local 556 Membership Assembly." Michael Massoni **seconded** the motion.

**Synopsis:** Shop Stewards will represent the Members in their Domicile or if needed at other Domiciles. Shop Stewards will serve and voting delegates to the Membership Assembly.

**Rationale:** There is currently no language to allow for Shop Stewards to assist in other Domiciles.

83. Chris Click made a **motion** to amend Article VIII (c) to read, "Nominations and elections for Shop Stewards shall be held at the first regularly scheduled Membership Meetings following the swearing in of new Officers. *The vote will be by secret ballot of those present and voting*." Tina Coffee **seconded** the motion.

**Synopsis:** Currently the vote is by show of hands.

**Rationale:** The same protection of voting privacy for Members voting for our Executive Board Officers and the Board of Election as well as everyone from our Mayor to our US President, should also be offered to Members voting for Shop Stewards. Any exposed vote is a vote subject to possible outside influence.

   a. Greg Hofer made a **motion** to amend the main motion, "to vote via secret ballot." Chris Click **seconded** the motion.

84. Cuyler Thompson made a **motion** to amend Article VIII (c) by adding, "Beginning with the Officer election of 2012," before "nominations;" deleting "at the first regularly scheduled" after "meeting;" changing the "N" in "nominations" to lowercase; deleting "Membership" before "Meeting;" adding "at the Special" before "Meeting" and adding "in July 2012" after "Meeting;" adding a last sentence" "This shall be for a ten-month (10) term." Michael Massoni **seconded** the motion.

**Synopsis:** Beginning with the Officer Election of 2012, nominations and elections for Shop Stewards shall be held at a Special Meeting in July 2012 following the swearing in of the new Officers. The vote will be taken by a show of hands. This shall be for a ten-month (10) term.

**Rationale:** To establish a new schedule for the election of Shop Stewards to be compatible with the Membership Assembly Article.

   a. Chris Click made a **motion** to amend by changing "July 2012" to "July 2015" and changing "(ten) 10 month term" to (forty-six) 46 month term," and to change "vote by show of hands" to "vote via secret ballot." Tina Coffee **seconded** the motion.

   b. Cheri Vincent made a **motion** amend by changing "minimum of 10 months to maximum of 18 months after Officer Elections and for elections to occur by secret ballot of those voting 50% + 1 of those voting." Tina Coffee **seconded** the motion.

85. Cuyler Thompson made a **motion** to add a new Article VIII (d) and re-lettering the following sections, "Beginning in May 2013, nominations and elections of Shop Stewards shall be held no later than ninety (90) days prior to the Local 556 Membership Assembly and every three (3) years thereafter." Michael Massoni **seconded** the motion.

**Synopsis:** Will read as above.

**Rationale:** To establish a new schedule for electing Shop Stewards to be compatible with the new Membership Assembly Article.

a. Chris Click made a **motion** to amend the main motion by "vote via secret ballot." Michael Massoni **seconded** the motion.

86. Greg Hofer made a **motion** to amend Responsibilities of Members, Article VII (f) to add the underlined text as written. "The Executive Board by a two-thirds vote shall approve all proposed Collective Bargaining Agreements, *<u>including side letters to the Collective Bargaining Agreement</u>* prior to presentation to the *<u>Membership for majority approval</u>*." Geoffrey Burns **seconded** the motion.

**Synopsis:** Clarification on side letter voting.

**Rationale:** Side letters to the collective bargaining agreements are a deviation of and an important part of the original collective bargaining agreement and we should have the same right of voter approval on side letters as we do the original Collective Bargaining Agreement. In the past with previous side letters there have been some violations where Members were not allowed to vote on side letters at the same time they were put into effect. Yet with side letter recent side letter 7 and 8 we were immediately allowed to vote.

a. Chris Click made a **motion** to amend the previous motion to read, "The Executive Board by a two-thirds vote shall approve all proposed Collective Bargaining Agreements prior to the presentation to the Membership. *<u>In accordance with legally binding past practice a majority vote of the Membership will be required to approval all Side Letters to the Collective Bargaining Agreement</u>*." Geoffrey Burns **seconded** the motion.

b. Chris Click made a **motion** amend the previous two motions to add, "The vote will be by secret ballot." Anne Barnes **seconded** the motion.

87. Cuyler Thompson made a **motion** to amend new Article VII (e) (old section (d)) by adding, "a Member" after "be" and before "in good standing" in the last sentence. Anne Barnes **seconded** the motion.

**Synopsis:** The last sentence will read: Shop Stewards must be a Member in good standing.

**Rationale:** Membership is required to be a Shop Steward.

88. Cuyler Thompson made a **motion** to amend new Article VIII (g) (old section (f)) to delete the "s" after "Shop Stewards;" change section (e) to (f); add "With the exception of (c) above," to the beginning of the last sentence; change capital "T" in "The" to lowercase in the last sentence. Michael Massoni **seconded** the motion.

**Synopsis:** The word Shop Steward should be singular.

**Rationale:** Proper Grammar and to reflect the onetime ten-month term as stated in (c).

a. Anne Barnes made a **motion** to make the occurrence of the word "Shop Stewards" possessive at the beginning of Article VIII (f). Michael Massoni **seconded** the motion.

89. Tina Coffee made a **motion** to amend new Article VII (h) to read, "All rules contained in the current edition of Roberts Rules of Order Newly Revised shall govern the Executive Board Meetings to which they are applicable and not inconsistent with these Bylaws the International Constitution special rules of order to Membership may adopt." Greg Hofer **seconded** the motion.

**Synopsis:** Currently the Executive Board Meetings are governed by Roberts Rules of Order Revised.

**Rationale:** The current Parliamentary authority, Roberts Rules of Order Revised, is an oudated publication no longer in copyright and no longer even in print as it is hard to find or buy a used copy. The newest version RONR 10th edition is much more comprehensive. Roberts Rules of Order Newly Revised even states that the new version supersedes Roberts Rules of Order Revised and should be updated in the Bylaws.

90. Cuyler Thompson made a **motion** to amend new Article VIII (h) (old section (g)) by changing the period at the end to a comma and adding, "but will not be eligible to serve as a delegate to the Local 556 Membership Assembly in that new base, until elected as a Shop Steward in their new domicile." Anne Barnes **seconded** the motion.

**Synopsis:** This explains what happens when a Shop Steward changes bases.

**Rationale:** So that for some reason there is not an overabundance of Shop Steward delegates from any one base.

91. Cuyler Thompson made a **motion** to amend new Article VIII (j) (old section (i)) by adding, "Beginning with the Shop Steward Election of 2013," to the beginning of the sentence and changing the capital "E" in "Existing" to lowercase. Michael Massoni **seconded** the motion.

**Synopsis:** "Beginning with the Shop Steward Election of 2013, existing Shop Stewards…

**Rationale:** To reflect the new election schedule for Shop Stewards.

92. Cuyler Thompson made a **motion** to amend new Article VIII (k) (old section (j)) by deleting "Nominations and vote will be taken" from the first sentence; changing the "a" in "anytime" to a capital "A;" changing the period at the end to a comma (,); adding "the Domicile Executive Board Member will appoint a Shop Steward with the approval of the Executive Board" after the comma (,)." Michael Massoni **seconded** the motion.

**Synopsis:** Will now read: "Anytime there is a vacancy on the Shop Steward Staff in a base, the Domicile Executive Board Member will appoint a Shop Steward with the approval of the Executive Board."

**Rationale:** To comply with the new election schedule of Shop Stewards and allow vacancies to be filled.

   a. Chris Click made a **motion** to amend by changing "approval of the Executive Board" to "approval of the Membership at their respective Domicile Membership Meeting." Anne Barnes **seconded** the motion.

   b. Cheri Vincent made a **motion** amend, "Voting for the approval of Shop Stewards will be via secret ballot." Chris Click **seconded** the motion.

93. Cuyler Thompson made a **motion** to amend new Article VIII (l) (old section (k)) by deleting, "a minimum;" changing "200" to "100;" deleting the period (.) at the end of the sentence; adding "to

include the Domicile Executive Board Member" after "Domicile;" adding "These Shop Stewards and Domicile Executive Board Member will represent their respective Domiciles as delegates at the TWU Membership Assembly." Anne Barnes **seconded** the motion.

**Synopsis:** There will be one Shop Steward for every 100 Members in the Domicile to include the Domicile Executive Board Member and they will serve as voting delegates at the TWU Local 556 Membership Assembly described in new Article XIII.

**Rationale:** To allow more Shop Steward representation in the bases.

a. Chris Click made a **motion** to amend, "change the number "100" to "50" in all places on this motion." Tina Coffee **seconded** the motion.

94. Greg Hofer made a **motion** to amend new Article XI to add a new section to read, "The Treasurer will compile a monthly report listing the names, dates, pairing numbers, and TFP pulled and/or paid for each Local 556 Officers and Committee Chair during that month. The report will be posted on the Local Web site by the 20th of each month for the preceding month." Geoffrey Burns **seconded** the motion.

**Synopsis:** Currently we don't receive such a report on the Local Web site.

**Rationale:** With almost $400,000.00 gross dues coming in each month and almost half of that going to lost time, it's our biggest single expense and worth watching. This provision provides a check and balance of our Union dues.

95. Cuyler Thompson made a **motion** to amend new Article VIII (p) (old section (o)) by adding, "as stated in (k) above" after "Member" and before the "period (.)" at the end of the paragraph. Michael Massoni **seconded** the motion.

**Synopsis:** Vacancies in new Domiciles will be filled as stated in Article VIII (k), appointment by the Domicile Executive Board Member.

**Rationale:** Explains how vacancies are filled in new Domiciles.

a. Chris Click made a **motion** to amend, "vacancies in new Domiciles will be by Membership approval at a Domicile Membership Meeting." Geoffrey Burns **seconded** the motion.

96. Greg Hofer made a **motion** to amend new Article IX to add a new section, "Members who are about to declare their acceptance of nomination to run for an Executive Board position shall have the right to declare if they intend to restrict their CWA screen or not during their term in office. This declaration will appear next to their name on the election ballot." Marilyn Hall **seconded** the motion.

**Synopsis:** Candidates running for office have not used any method of ballot declaration to date.

**Rationale:** Most all political candidates from Mayors to Senators use "ballot declarations" as markers to help the voters select a candidate based on a pre-determined decision or affiliations. In their case it's Democrat or Republican or Independent. This Bylaw amendment will assist the voters who in the past have noticed that quite a few Officers restrict their screen for years.

97. Cuyler Thompson made a **motion** to amend Article IX (b) by adding a comma (,) after "ballots" in the first sentence; deleting "of" after "conduct" and before "nominations;" adding a comma (,) after the word "Constitution." Chris Click **seconded** the motion.

**Synopsis:** First sentence will read: "The Board of Election shall adopt appropriate rules and provide forms and ballots, conduct nominations and election of Officers in accordance with the International Constitution, Bylaws and accepted past practices of Local 556."

**Rationale:** Corrects grammatical errors.

a. Anne Barnes made a **motion** to amend by deleting the comma (,) after the word "Bylaws." Chris Click **seconded** the motion.

98. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting "first regularly scheduled" before "Membership" and adding "Special" before "Membership" in the second sentence; deleting "scheduled" before "Membership" and adding "Special" before "Meeting" in the third sentence; adding "in 2012" after "Membership Meeting" in the third sentence. Anne Barnes **seconded** the motion.

**Synopsis:** The three members and alternates will be nominated at the Special Membership Meeting in 2012 and the secret ballot will take place at the next Special Membership Meeting in 2012.

**Rationale:** To establish a new Board of Election election schedule to coordinate the Membership Assembly.

99. Greg Hofer made a **motion** to amend Article X to add a new section, "As a measure to avoid recall petitions and costly recall elections Members may also make motions at Membership Meetings to issue a "no discipline censure." The no discipline censure must be in the form of a motion in writing and must allege that the Officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. Upon a majority vote by the Membership, the no discipline censure will be issued to the Officer in question. Chris Click **seconded** the motion.

**Synopsis:** There is no current bylaw allowing for no discipline censures.

**Rationale:** The current Bylaw recall language is archaic and not feasible. Four instance only Members based in Oakland can vote for the Oakland Domicile Executive Board Member, yet the language in the recall petition requires a vote of 50 percent plus one of the entire Membership. Plus, this Bylaw will save a Local a costly recall election. It will also act a strong warning to the author that his actions could have resulted in a recall.

a. Greg Hofer made a **motion** to amend the previous amendment to add, "The vote will be by secret ballot." Chris Click **seconded** the motion.

100. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting "three" before "year" and adding "one (1)" before "year" in fifth sentence; adding "beginning in October 2012" after the period (.) in the fifth sentence. Anne Barnes **seconded** the motion.

**Synopsis:** Creates a onetime one-year term to establish a new Board of Election election schedule.

**Rationale:** To coordinate Board of Election election cycle with the Membership Assembly.

101. Chris Click made a **motion** to amend Article IV Responsibilities of Members, to add a new section, “All Local 556 Members who perform work for the Local are required to un-restrict their CWA screens to facilitate communication and accountability with the Membership. All Local Member who is an Executive Board Officer, or any 556 paid Committee Member, or any Member who receives trip pulls or compensatory time off for their volunteerism who wishes to restrict their CWA screen must get approval from the Executive Board, in the form of a written waiver in which case those who choose to have a restricted screen will have their screen for the previous month posted on the Local Web site after the current month is over, no later than the 20th of the next month.” Geoffrey Burns **seconded** the motion.

**Synopsis:** To require written permission from the Executive Board to restrict screen.

**Rationale:** Members have rights to see where their dues money goes, however if a recipient of that money chooses to restrict their screen, they may do so only with Executive Board written approval. Yet even still, there screen will be posted after the fact, after the month is over.

a. Cheri Vincent made a **motion** to amend, “Members who do un-paid Union business do not apply.” Chris Click **seconded** the motion.

102. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting “nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting” after “by” in the sixth sentence, and adding, “the nominee with the next highest vote total. The nominee receiving the highest number of votes will chair the Board of Election. In the event a tie exists, drawing of lots will determine the winner.” after “by” in the sixth sentence. Anne Barnes **seconded** the motion.

**Synopsis:** Vacancies will be filled by the next highest vote-getter. Highlight votes chairs the Board of Election, ties broken by drawing of lots.

**Rationale:** To ensure that the number of Board of Election positions are always filled to comply with election rules.

103. Chris Click made a **motion** to vote by secret ballot to amend Article XI (f) to add the underlined wording as written below. “All trip pulls that are submitted to perform Union work require the approval of two Executive Board Officers prior to being submitted to Southwest Airlines. All Members pulled from flying duties, for an entire month at one time, to perform full time Union work must receive prior approval by the President and Treasurer. In the event of a disagreement in granting the approval, the 1st Vice President of the Union will cast a third vote. A reporting of all full time pulls issued during the month will be presented to the Executive Board by the *Treasurer* _and will appear in the Minutes of the Executive Board Meeting as presented_.” Geoffrey Burns **seconded** the motion.

**Synopsis:** The report is required, but does not not appear to be presented?

**Rationale:** The current Bylaw requires the Full Time Pull Report to be presented to the Executive Board by the Treasurer to does not appear in the Executive Board Minutes. The purpose of the Executive Board Meeting is to discuss Executive Board business which would include full time pulls and the fact that the proper approvals were obtained.

a. Greg Hofer made a **motion** to amend the previous amendment to add, “vote via secret ballot.” Geoffrey Burns **seconded** the motion.

b. Greg Hofer made a **motion** amend to the previous amendment to add, “All As Needed Pulls, also known as part time pulls on the Executive Board will also be reported to the Executive Board and recorded in the Minutes and appear on the Local Web site but will only include the pairing number, pairing dates, purpose start the pull and the TFP credit paid for the pull.” Chris Click **seconded** the motion.

104. Cuyler Thompson made a **motion** to amend Article IX by adding a new section (d) and re-lettering the following sections, “Beginning in 2013, the Board of Election (BOE) shall consist of three (3) members and two alternates. The three members and the alternate shall be nominated at the Domicile Membership Meeting prior to the Local 556 Membership Assembly. The new BOE will be determined by majority of the delegates present at the Local 556 Membership Assembly. The term will be for a three (3) year period. Vacancies shall be filled by the nominee(s) receiving the next highest vote total. The nominee with the highest vote total will chair the Board of Election. In the event a tie exists, drawing of lots will determine the winner.” Michael Massoni **seconded** the motion.

**Synopsis:** Establishes a new timeline for nominating and electing the Board of Election to coordinate with the Membership Assembly.

**Rationale:** Establishes a new timeline for nominating and electing the Board of Election to coordinate with the Membership Assembly.

a. Chris Click made a **motion** to amend, “to change “delegates present at the Local 556 Membership Assembly” to “system wide Membership vote.” Anne Barnes seconded the motion.

105. Tina Coffee made a **motion** to amend Article IX (c) to read, “The Board of Election shall consist of three (3) members and two (2) alternates. The three members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of new Officers. <u>Members and alternates will be elected through a secret ballot election by the Membership. The new Board of Election will be awarded by plurality of votes. The Chairperson will then be awarded to the person with the most time experienced on the Board of Election in descending order</u>. The term will be for a three-year period. Vacancies shall be filled by nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting.” Chris Click **seconded** the motion.

**Synopsis:** Currently there is no language available to the Membership that specifically addresses who the Chair of the Board of Election will be.

**Rationale:** The Chair of the Board of Election is a position that requires experience with the numerous Labor Laws of the Department of Labor regarding Union elections including the LMRDA Title IV and the Code of Federal Regulations. Mistakes in the past has caused the Department of Labor to become involved in numerous 556 Officer elections.

a. Greg Hofer made a **motion** to amend the previous amendment to read, “(c) The Board of Election shall consist of three (3) members into two (2) alternates. The three members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of new Officers. The secret ballot vote will take place at the next scheduled Membership Meeting. <u>The new Board of Election will be awarded by plurality of</u>

votes. The Chairperson will then be awarded to the person with the most time experienced on the Board of Election in descending order. The term will be for three-year period. Vacancies shall be filled by nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting." Anne Barnes **seconded** the motion.

b. Greg Hofer made a **motion** to amend the previous two amendments to add, "The vote will be by secret ballot on this motion." Chris Click seconded the motion.

106. Cuyler Thompson made a **motion** to amend new Article IX (e) (old section (d)) by deleting "the first (1st) regularly scheduled" after "at" and before "Membership," and inserting "the January 2012 Special" after "at" and before "Membership;" deleting "of 1985" after "Meeting" and before "and." Michael Massoni **seconded** the motion.

**Synopsis:** It will now read: Nominations of Officers shall be held at the January 2012 Special Membership Meeting and each three years thereafter, pursuant to Article XV, Section 1 of the International Constitution.

**Rationale:** This gets rid of old 1985 language and establishes firm dates for Officer Nominations.

107. Cuyler Thompson made a **motion** to amend new Article IX (i) (old section (h)) by deleting "1st" before "Vice President." Michael Massoni **seconded** the motion.

**Synopsis:** Establishes only one Vice President position for succession.

**Rationale:** Establishes only one Vice President position for succession.

108. Cuyler Thompson made a **motion** to amend new Article IX (k) (old section (j)) by deleting "Book" after "Official Attendance;" adding "Sheet, as submitted to the Recording Secretary by the Domicile Executive Board Member" after "Official Attendance;'" adding "Domicile" after "the" and before "Membership Meetings." Chris Click **seconded** the motion.

**Synopsis:** Domicile Executive Board Members will submit the Attendance Sheets from the quarterly Domicile Membership Meetings.

**Rationale:** The Recording Secretary will no longer attend the Domicile Membership Meetings, which will be run by the Domicile Executive Board Members.

109. Geoffrey Burns made a **motion** to vote by secret ballot to amend Article XI (b) to read, "An annual audit will be conducted by a Certified Public Accountant. ***Members are entitled to review a full and complete copy of the initial audit as written by the CPA***." Marilyn Hall **seconded** the motion.

**Synopsis:** Members viewing of our annual audit is not addressed in the Bylaws.

**Rationale:** As our Local becomes a bigger and bigger multi million dollar non profit bringing in almost $400,000.00 per month, millions per year, the audit becomes extremely important. This is Member money and their right to see how this money is spent and invested is critical to us. Allowing Members to view the audit is just another step in the check and balance system we need to be assured these large sums of money are spent and invested as we are told.

a. Cheri Vincent made a **motion,** “to vote by secret ballot to amend the previous amendment to add “Independent” Members may view the audit at any Membership Meeting.” Chris Click **seconded** the motion.

110. Cuyler Thompson made a **motion** to amend new Article IX (k) (old section (j)) by adding, “The Official Attendance Book shall reflect the signatures and employee numbers of those Members in attendance at the Local 556 Membership Assembly and all Special Meetings,” to the end of the paragraph.” Michael Massoni **seconded** the motion.

**Synopsis:** The Recording Secretary will have the Official Attendance Book at the new Membership Assemblies and Special Meetings only.

**Rationale:** The Recording Secretary will have the Official Attendance Book at the new Membership Assemblies and Special Meetings only.

a. Chris Click made a **motion** to amend, “to add the word “Membership” to “Special Meetings.” Michael Massoni **seconded** the motion.

b. Anne Barnes made a **motion** to amend, to add the words “Domicile Membership Meetings.” Chris Click seconded the motion.

111. Cuyler Thompson made a **motion** to amend new Article IX (o) (old section (n)) by adding “Special” after “at” and before “Membership Meetings” in the second sentence. Michael Massoni **seconded** the motion.

**Synopsis:** It will now read: “The Board of Elections shall take nominations at Special Membership Meetings for the General Election…”

**Rationale:** To reflect the new meeting format for Special Meetings for nominations.

112. Cuyler Thompson made a **motion** to amend Article XII (a) by adding “Resolutions and Bylaws, Assembly” after “Grievance” and before “Scheduling” in the first sentence. Chris Click **seconded** the motion.

**Synopsis:** Establishes the Resolutions and Bylaws, and Assembly Committees to transact resolutions and Bylaws motions and the matters of setting up the Assembly as proposed in new Article XIII.

**Rationale:** Establishes the Resolutions and Bylaws, and Assembly Committees to transact resolutions and Bylaws motions and the matters of setting up the Assembly as proposed in new Article XIII.

113. Greg Hofer made a **motion** to amend Article XIII (a) to read: “These Bylaws may be amended at any regular meeting of the Membership by a two-thirds vote, provided that the amendment has been submitted in writing at the previous regular meeting. Each proposed change, amendment or repeal shall be submitted on a form which will include the change itself, a synopsis of the change and the rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and/or the Union Web site. A printed copy will be mailed to Member if requested.” Tina Coffee **seconded** the motion.

**Synopsis:** To allow changes at any regular meeting with a two thirds vote of approval.

**Rationale:** Roberts Rules recommends that Bylaws can be amended at any regular meeting however the amendment itself should require a higher threshold of approval such as two-thirds majority vote. We at Local 556 reversed this somewhat by allowing amendments only once ever two years and "according to our current Bylaw" we require a lower threshold stated as a "majority vote of the Membership" even though we violate our own Bylaw by still requiring a two-thirds majority.

a. Cheri Vincent made a **motion** to amend, "the main motion will be voted via secret ballot." Chris Click **seconded** the motion.

114. Cuyler Thompson made a **motion** to amend new Article XIV (a) by deleting "Membership only once every odd-numbered ending calendar year" in the first sentence; deleting the entire second sentence; adding "voting delegates in attendance at the Local 556 Membership Assembly" after "the" in the first sentence." Michael Massoni **seconded** the motion.

**Synopsis:** The first sentence will now read, "These Bylaws may be altered, amended or repealed by a majority vote of the voting delegates at the Local 556 Membership Assembly.

**Rationale:** Bylaws may be altered at the Membership Assembly.

a. Chris Click made a **motion** to amend by adding the words, "and any Membership Attendee to the Assembly" behind "556 Membership Assembly." Geoffrey Burns **seconded** the motion.

115. Cuyler Thompson made a **motion** to amend new Article XIV (a) by adding, "Upon approval by the Resolutions and Bylaws Committee" before "The proposed change, amendment or repeal;" changing the capital "T" in "the" before "proposed change" to a lowercase "t." Michael Massoni **seconded** the motion.

**Synopsis:** The sentence will now read: "Upon approval by the Resolutions and Bylaw Committee, the proposed change, amendment or repeal…"

**Rationale:** This will reflect the change to the Membership Assembly and new Bylaws motion changes procedures.

116. Cuyler Thompson made a **motion** to amend new Article XIV (c) by deleting "1st regularly scheduled Membership Meeting" at the end of the first sentence, and replacing it with, "TWU Local 556 Membership Assembly." Chris Click **seconded** the motion.

**Synopsis:** The first sentence will now read: "The current amended Bylaws will be posted to the Union Web site within 60 days of the TWU 556 Membership Assembly.

**Rationale:** To reflect the change to a Membership Assembly.

117. Geoffrey Burns made a **motion** to amend Article IV to add a new section, "In the event of a merger, purchase, or acquisition by Southwest Airlines in which operational integration of Flight Attendants will occur as provided for in Sections 3 and 13 of Allegheny-Mohawk including the McCaskill Bond amendment. Such integration shall occur in a fair and equitable manner. The Membership will vote to approve or not approve any negotiated seniority integration list. If not approved the negotiated seniority list maybe subject to arbitration for a final and binding resolution." Greg Hofer **seconded** the motion.

**Synopsis:** For unknown reasons we currently not allowed to vote on this issue.

**Rationale:** Members should have the right to accept or not accept any negotiated deviation from their contract that changes their seniority as a result of merger or acquisition, just as we did for Side Letter 7 and Side Letter 8. Fair and equitable used to negotiate the integration. Fair and equitable should be used to administer the integration as well. The Membership has the common sense to vote accordingly knowing that if it's voted down the Arbitrator will make the decision for us. If we want to Membership to be involved in the Union we have to give them a reason.

a. Cheri Vincent made a **motion** to amend, "This amendment also applies in the event Allegany-Mohawk including the McCaskill Bond amendment is overturned, amended, or rescinded in the future." Greg Hofer **seconded** the motion.

118. Greg Hofer made a **motion** to vote by secret ballot to amend Article XI (b) to read, "An annual audit will be conducted by a Certified Public Accountant. ***Members are entitled to review a full and complete copy of the initial audit as written by the CPA***." Cheri Vincent **seconded** the motion.

**Synopsis:** Members viewing of our annual audit is not addressed in the Bylaws.

**Rationale:** As our Local becomes a bigger and bigger multi million dollar non profit bringing in almost $400,000.00 per month, millions per year, the audit becomes extremely important. This is Member money and their right to see how this money is spent and invested is critical to us. Allowing Members to view the audit is just another step in the check and balance system we need to be assured these large sums of money are spent and invested as we are told.

a. Geoffrey Burns made a **motion,** "to vote by secret ballot to amend the previous amendment to add Members may view the audit at any Membership Meeting." Greg Hofer **seconded** the motion.

119. Greg Hofer made a **motion** to amend Article XIII by adding a new section, "If an ambiguity exists or is thought to be present in these Bylaws, a majority vote of the Members at Membership Meetings is all that's needed to decide a question. A general statement or rule is always of less authority than a specific statement or rule and must yield to it." Cheri Vincent **seconded** the motion.

**Synopsis:** There is no language in the Bylaws at addresses existing language interpretation issues

**Rationale:** On occasion as the Bylaws are amended it's not unusual for one Bylaw to conflict with other Bylaws. This Bylaw amendment will help the Membership overcome day-to-day interpretation problems.

a. Cheri Vincent made a **motion** to amend the previous amendment to add, "the vote will be by secret ballot." Geoffrey Burns **seconded** the motion.

120. Tina Coffee made a **motion**, to amend motion #15 above regarding a proposed Bylaw Amendment increasing the Local's Initiation Fee contained in Article III (b), "to include that the Initiation Fee will be $55, not $100." Greg Hofer **seconded** the motion.

**Synopsis:** increase in Initiation Fee into Union.

**Rationale:** The previous motion to make the Initiation Fee $100 is too much money for the New Hires who have just joined the Union and perhaps struggling financially.

121. Greg Hofer made a **motion** to amend Article IV Responsibilities of Members, to add a new section. "Local 556 will not allow manipulation of the compensatory system within our Local to allow for Union Double dipping also known as collecting compensation from the Company while collecting compensation from the Union for the same period of time." Geoffrey Burns **seconded** the motion.

**Synopsis:** To stop the double dipping at 556.

**Rationale:** This Bylaw will allow our workgroup to define unacceptable unethical behavior by not allowing Members to manipulate the system. Using Union funds derived from Union dues to collect payment from the Union and the Company for the same timeframe is unfair to the dues paying Members of Local 556.

   a. Geoffrey Burns made a **motion** to amend the previous amendment to add, "Excluding situations which involve vacation pay from Southwest Airlines." Anne Barnes **seconded** the motion.

   b. Cheri Vincent made a **motion** to amend, "This shall not apply to the required multi-day trip flown by Executive Officers." Geoffrey Burns **seconded** the motion.

122. Tina Coffee made a **motion** "to strike out Article VII (d) and insert for new provision to read, "A two-thirds majority of the Members of the Executive Board shall constitute a quorum for the purpose of conducting business." Anne Barnes **seconded** the motion.

**Synopsis:** Currently the Executive Board quorum is a simple majority.

**Rationale:** Considering the Executive Board makes decisions that affect the lives of over 9700 Flight Attendants we need a higher majority of Executive Board Officers at the table when it comes time to make decisions affecting so many Members. Also, anytime one Domicile Executive Board Member is not present at the Executive Board table, the Members at that domicile go without representation. There is also a history of A Team Officers attempting to ostracize B Team Officers and using a low quorum to exclude them because a simple majority is all that's needed. It would be best to increase the quorum requirementS of the Executive Board from a majority, to a two-thirds majority, if you need further proof, ask any Officer why we have a 2/3rds majority quorum required when the Executive Board votes to approve a tentative agreement to the contract.

123. Greg Hofer made a **motion** to amend Article VII (e) to read, "The Membership shall set the salaries and expenses of the Executive Board. Motions to change the salaries and/or expenses of Officers may be so moved at any Membership Meeting or assemble and will serve as previous notice for the next meeting or assemble to be voted on. The previous notice will be posted on the agenda, all Union Bulletin Boards and any electronic means available, at least forty-five days prior to the meeting or assemble where voting will take place." Geoffrey Burns **seconded** the motion.

**Synopsis:** Currently the Executive Board sets the salaries and expenses for all Officers.

**Rationale:** To allow the Executive Board to set the salaries and expenses for all Officers is to allow a conflict of interest to exist. Those Members who actually pay the salary and expenses should be the ones to set the salary and expenses. If the average compensation as paid to a line holding Flight Attendant is decreased, so showed the pain of the Executive Board whose pay is based on the lines that crew planning can legally build.

a. Cheri Vincent made a **motion** to amend the previous two amendments to add, “the vote will be by secret ballot.” Marilyn Hall **seconded** the motion.

124. Greg Hofer made a **motion** to amend Article V (d) to add the text as underlined below. “Only Members in good standing shall be permitted to attend meetings of Local 556. Probationary Flight Attendants are encouraged to attend Membership Meetings and will have a voice but no vote until the completion of the probationary period. <u>To promote equal rights and privileges, Flight Attendants who do not serve the probationary period due to acquisition or merger are subject to all the same restrictions on all types of voting as Flight Attendants who do serve probation. All will have a voice but no vote until after they complete their first six months of probation or their first six months of non-probation as a Southwest Flight Attendant</u>.” Geoffrey Burns **seconded** the motion.

**Synopsis:** Synopsis currently Flight Attendants on probation have no vote.

**Rationale:** Currently all Flight Attendants on probation have no vote on Union business issues including Bylaw voting, elections, or other Union business. To promote and protect equal rights and privileges, including voting rights on all forms of Union business, if it becomes applicable where some Flight Attendants are not required to sit probation, they should still be subjected to the same restrictions and regulations for the same period of time as Flight Attendants who are required to sit probation.

125. Greg Hofer made a **motion** to vote by secret ballot to amend Article VII (e) to read: “The Membership shall set the salaries and expenses of the full time pulls on the Executive Board as determined by a majority vote of Members at any Membership Meeting or assemble and as such, full time pulls and as needed pulls will bid and be credited the TFP according to the line their seniority allows them to hold multiplied by their appropriate pay step. As needed pulls will be paid according to the Local 556 policy manual. Motions to change the salaries and/or expenses of Officers may be so moved at any Membership Meeting or assemble and will serve as previous notice for the next meeting or assemble to be voted on. The previous notice will be posted on the Agenda, all Union Bulletin Boards and any electronic means available, at least forty-five days prior to the meeting or assemble where voting will take place.” Marilyn Hall **seconded** the motion.

**Synopsis:** Currently the Executive Board sets the salaries and expenses for all Officers. Full Time Officers are pulled and paid the highest line crew planning can legally build plus 15 percent about 149 TFP per month. Office Staff are paid the highest line Crew Planning can build, usually almost 130 TFP. They don't bid, yet ALL are awarded The SAME HIGHEST LINE.

**Rationale:** To allow the Executive Board to set the salaries and expenses for all Officers is to allow a conflict of interest to exist. Those Members who actually pay the salary and expenses should be the ones to set the salary and expenses. Excessive pay encourages Members to do the work of the Union for the wrong reasons, not to mention it depletes Union funds to require reoccurring assessment fees every time there is a Contract negotiation. Plus the current compensation paid to do the work of the Union is out of line with what comparable Members are paid. FT Polls get to go home nightly, don't go into the Office on Company holidays, don't sit reserve, can still pick up during off hours and get weekends off. This method allows Members to be paid only what their actual seniority allows and doesn’t allow for double dipping overlap bidding.

a. Cheri Vincent made a **motion** to amend the amendment by adding after “seniority” the words, “in their domicile.” Anne Barnes **seconded** the motion.

The Chair closed the floor to further motions to amend the Bylaws.

Geoffrey Burns made a **motion** that a two thirds majority vote of approval by the 556 Executive Board will be required to approve any proposed seniority integration agreement with AirTran or any future senirity integration agreement before being submitted to the Membership for approval.  Greg Hofer **seconded** the motion.

a. Anne Barnes made a **motion** to “amend the previous amendment to delete the words “with AirTran” as underlined above.”  Greg Hofer **seconded** the motion.  **The motion**

Geoffrey Burns made a **motion** to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent $4.00 increase in our dues.  Provisions in our international Constitution allow for Local 556 to keep seventy percent of all dues payments.  Therefore, this $2.80 net increase of dues will offset the need for the $3.00 Assessment Fee and it is no longer needed.  Marilyn Hall **seconded** the motion.

Anne Barnes made a **motion** that all Bylaws be voted on by secret ballot on one sheet of paper.  Sheets of paper to be passed out at start of meeting at the end of each motion and amendments and discussion then Members may vote.  Greg Hofer **seconded** the motion.

a. Cheri Vincent made a **motion** to amend, “Any additional pieces of paper needed are approved.”  Anne Barnes **seconded** the motion.

Michael Massoni updated those Members present on the status of the Southwest Airlines/AirTran Integration.

There was discussion.

Geoffrey Burns made a **motion** to adjourn. Anne Barnes **seconded** the motion. The motion **carried**.

Michael Massoni adjourned the 2nd Membership Meeting of 2011 at 1617.

To the best of my knowledge, these Minutes are an accurate account of these proceedings.

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Cuyler Thompson
Recording Secretary

The motions on the floor **did not carry**.

1. **Motion:**  to rescind the $3.00 Assessment Fee immediately due to the fact that our CBA has been extended beyond its original renewable date.

   ***Yea – 12***  ***Nay – 35***

2. **Motion:** that all Domicile Union Meetings be electronically recorded for accuracy.

   ***Yea – 8***  ***Nay – 36***

3. **Motion:** that all Committee Chairs and Committee Members be listed on the Union Web site with the exclusion of the Flight Attendant Assistance Program.

***Yea – 15*** ***Nay – 27***